

Skills Insight ANZSCO Survey Response: Consultation Round 3

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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 note that occupations covered in this question were typically subject to complex feedback that spans multiple questions in this survey. Occupations identified by stakeholders as not clearly described were in some cases not clearly described *for the skill level*. In some cases, they were not accurately described because, according to industry stakeholders, they need to be split into *multiple* occupations. Due to this complexity, Skills Insight has used the term ‘occupation group’ to combine feedback with a high level of complexity that impacts across multiple occupations. These may be existing occupations, or newly proposed occupations that reflect the current and emerging work undertaken in industry.

Skills Insight also notes that many stakeholders reference qualifications as evidence for their recommended changes. The position of Skills Insight is that, due to extensive mandated industry consultation during training product development, qualifications, units of competency and the skills they describe are a compelling source of evidence for improving the accuracy of occupations’ classification in terms of: title, description, tasks, skill level and occupational outcome. In some cases, qualification descriptions include specific details regarding the intended occupational outcomes of the qualification, as defined by key industry stakeholders, e.g. ‘This qualification describes the skills and knowledge for entry level design job roles in the landscape design industry’.

Jobs and Skills Councils, and previously Skills Service Organisations, undertake significant research and industry consultation to make a case for funding the development and review of vocational education and training (VET) training packages, which are made up of qualifications and units of competency. The title ‘training package’ erroneously implies that training package products are used for training purposes (e.g. how someone should be trained), when in fact they contain the descriptions of task/work skills and capabilities and bundles them into logical groupings that describe overall job roles.

These training package products are developed or reviewed, typically over one year with extensive industry input, consultation and validation, to ensure that they are an accurate representation of occupations’ needs. All training package qualifications adhere to the Australian Qualifications Framework (AQF), which is the policy for regulated qualifications in the Australian education and training system. The AQF defines the essential characteristics, including the required learning outcomes, of the different types of qualifications issued across the senior secondary education, VET and higher education systems in Australia.

Qualifications, and how they are updated, inherently indicate industries’ evolving occupational requirements. Qualifications are assigned an ANZSCO Identifier (usually at the six-digit level), which indicates the occupational outcome, or multiple outcomes, that are intended for graduates. As part of the qualification development process, qualifications are also aligned to one or more occupational taxonomies, thus reinforcing the connection between a qualification and its occupational outcome/s, even if they are not yet described in the ANZSCO. For example, the Diploma of Equine Allied Health (ANZSCO Identifier: Animal Attendants And Trainers Nec) was updated in 2021. The update included the addition of the occupational taxonomy Equine Massage Therapist. This occupational taxonomy reflects actual occupations in the industry, as described by industry stakeholders and subject matter experts. As such, qualifications should be

considered as key documents for evidencing how industry define occupation titles, tasks, and the level of skills and knowledge required to competently undertake job roles.

Appendices and attachments provide additional information and data.

Occupation group: Arborists and tree workers

Skills Insight's desktop analysis identified 'arborist' as a poorly described occupation. The occupations 362511 Arborist and 362512 Tree Worker attracted significant attention from relevant stakeholders, recommending they become 362511 Consulting Arborist and 362512 Arborist respectively. Feedback regarding the two existing occupations was reasonably consistent, with some exceptions. One of the five stakeholders that provided input on arboriculture occupations, Arboriculture Australia, recommended creating a new occupation at a lower skill level that takes the title 'tree worker' from the current 362512 occupation. Arboriculture Australia's proposal for the three occupations will be set out in Appendix 1.

Occupation: 362511 Arborist

Changes summarised: Skills Insight's desktop analysis and stakeholder engagement with arborists and VET trainers has determined that an occupation at this skill level, and with this description, should be a consulting or senior arborist. Stakeholders suggest revisions to the description to capture location and scale of work and allied professionals.

Proposed new title: Consulting Arborist (or Senior Arborist)

Propose new alternative title/s: Consulting Arborist or Senior Arborist (whichever is not used in the title); Arboricultural Consultant; Urban Forester; Tree Manager

Skill level: Retain at ANZSCO 2

Proposed new description: Provides specialist assessment and advice on individual trees and tree management in urban and regional environments, including risk assessment, tree health and remediation, canopy management, data collection, regulatory compliance, species selection and site planning. Works with allied professionals such as urban and Regional Planners, Landscape Architects, Builders, Engineers, Certifiers and Environmental Consultants. Provides strategic planning for urban forest preservation, protection and management.

Proposed new specialisations: no specialisations – remove specialisations

Evidence type/s: Mapping to vocational education qualification; census data, stakeholder feedback

Description of mapping and census data evidence: Within the AHC Agriculture, Horticulture and Conservation and Land Management Training Package, four qualifications have been assigned this occupation, spanning AQF levels 3 to 8. This use of the occupation across a wide range of AQF levels is indicative of a requirement for additional occupation outcomes. Skills

Insight's data analysis, taken in combination with stakeholder feedback, suggests that the occupation 'arborist' needs to be split into multiple occupations. The arboriculture qualification at ANZSCO level 2 (Diploma) identifies 'Consulting Arborist' as the only occupation taxonomy. It is atypical that qualifications have only one occupation taxonomy assigned to them, and this reinforces stakeholder feedback.

Census data shows the largest proportion of Arborists (43%) have a highest level of educational attainment at ANZSCO skill level 4, supporting the understanding that 'arborist' is typically at a lower skill level and an occupation at ANZSCO level 2 is a separate occupation at a higher skill level.

Stakeholders: Arboriculture Australia (national peak industry body), ArbWest (Arboriculture Association of Western Australia), Interlink Training (Arboriculture/Horticulture), Enspec (arboricultural and environmental consultants), individual teacher at TAFE NSW

Dissenting views: One stakeholder considers the current skill level as appropriate for the current title.

Attachments and appendices: See Arboriculture Australia's proposal in Appendix 1.

Occupation: 362512 Tree Worker

Changes summarised: Consistent with Skills Insight's desktop analysis and stakeholder engagement from arborists and VET trainers, an occupation at this skill level and with this description should be 'arborist'. Stakeholders suggests revisions to the description to capture the location and scale of work.

Proposed new title: Arborist

Proposed new alternative titles: Operational Arborist; Practising Arborist; Utility Arborist; Environmental Arborist

Skill level: Retain at ANZSCO 3

Proposed new description: Maintains and cares for individual trees and shrubs in urban and regional environments by planting new trees, pruning and shaping branches, habitat pruning for fauna protection, treating for pests and diseases, tree rigging, tree and stump removal, removal of decaying or dead wood, and advising on general tree care. Often employs specialist skills including aerial access of the tree using rope and harness techniques or elevated work platforms.

Proposed new specialisation/s: Climbing Arborist; Crane Specialist; Elevated Work Platform (EWP) Arborist; Environmental Arborist; Works Coordinator

Evidence type/s: Mapping to vocational education qualification; census data, stakeholder feedback

Description of mapping and census data evidence: Stakeholder feedback regarding specialisations in this occupation is consistent with specialisations identified through industry consultation within the Certificate III in Arboriculture. Within the AHC Agriculture, Horticulture and

Conservation and Land Management Training Package, four qualifications have been assigned this occupation, spanning AQF levels 3 to 8. This use of the occupation across wide range of AQF levels is indicative of a requirement for additional occupation outcomes. Skills Insight's data analysis, taken in combination with stakeholder feedback, suggests that the occupation 'arborist' needs to be split into multiple occupations. The arboriculture qualification at ANZSCO skill level 3 (Certificate III – noting that there is no Arboriculture qualification at Certificate IV) identifies 'Arborist' as the only occupation taxonomy.

Stakeholders: Arboriculture Australia (national peak industry body), ArbWest (Arboriculture Association of Western Australia), Interlink Training (Arboriculture/Horticulture), Enspec (arboricultural and environmental consultants), individual teacher at TAFE NSW

Attachments and appendices: See Arboriculture Australia's proposal in Appendix 1

Dissenting views: One stakeholder confirmed current skill level as appropriate for the current title.

New occupation: Tree worker

Changes summarised: The title 'tree worker' is appropriate for a lower skilled occupation. This recommendation was not consistently proposed by all stakeholders.

Proposed new title: Tree Worker

Alternative titles: Utility Tree Worker or Amenity Tree Worker

Proposed new description: Works under supervision with arborists and tree managers to maintain and care for trees and shrubs by pruning and shaping branches, treating for pests and diseases, removing decaying or dead wood, disposing of green waste, and maintaining site safety.

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

Stakeholders: Arboriculture Australia (national peak industry body)

Attachments and appendices: See Arboriculture Australia's proposal in Appendix 1

Occupation group: Landscape Design, Gardening, Permaculture and Therapeutic Horticulture

The occupations 362711 Landscape Gardener, 362611 Gardener (General) and 843211 Garden Labourer attracted stakeholder feedback. The existence of two gardener occupations (362711 and 362611) at the same skill level attracted feedback regarding lack of clarity in the titles and the failure to reflect that landscapers or landscape designers are not gardeners. Recommendations to resolve the lack of clarity were not consistent; however, it is clear from reference to training package products that these occupations have significantly different tasks

that are not clearly defined in the ANZSCO.

Additionally, some stakeholders made contact about missing or unsuitable occupations in the areas of permaculture and therapeutic horticulture (noting that therapeutic horticulture is tangentially related to this occupation group because horticultural knowledge primarily serves as a therapeutic intervention to improve peoples' physical, mental, and emotional well-being). These occupations are addressed at question 14.

While the targeted feedback received by Skills Insight may resolve some issues around missing or unsuitable occupations, Skills Insight recommends that the occupations should be reviewed holistically. As shown in the image below, the occupation taxonomies attached to qualifications in the AHC Agriculture, Horticulture and Conservation and Land Management Training Package provide a more exhaustive list of occupations compared with the single ANZSCO identifiers. Occupation taxonomies are also more suitably matched to relevant sectors. Skills Insight recognises that specialist fields may not represent an 'occupation' as defined in the ANZSCO; however, qualification descriptions are often a rich source of detail on occupational outcomes that have been written in collaboration with industry. For example, the Certificate II in Permaculture description states: 'This qualification describes the skills and knowledge for entry level and support roles in the permaculture industry. Permaculture support workers may include urban food growing assistants, permaculture farm workers, community nursery workers, and school garden assistants.'

Skills Insight believes that all occupations in Table 1 below should be part of a holistic review. Skills Insight is willing to assist with further research and investigation, if appropriate.

Table 1: Nationally recognised qualifications with associated ANZSCO codes (identified on Training.gov.au as 'ANZSCO identifier') and occupation taxonomy (identified on Training.gov.au as 'Taxonomy – Occupation')

National Code	National Title	ANZSCO Code	ANZSCO Name	Taxonomy (Occupation)
AHC10120	Certificate I in Conservation and Ecosystem Management	843912	Irrigation Assistant	Basic Horticultural and Environmental Assistant
AHC10322	Certificate I in Horticulture			Horticulture Assistant
AHC10422	Certificate I in Permaculture	843211	Garden Labourer	Permaculture Assistant
AHC20320	Certificate II in Production Horticulture	842299	Crop Farm Workers	Production Horticultural Assistant Workers
AHC20422	Certificate II in Horticulture			Horticulture Assistant, Garden Labourer, Landscape Worker
AHC20621	Certificate II in Parks and Gardens	843211	Garden Labourer	Garden Labourer, Gardener, Parks and Gardens Worker
AHC20720	Certificate II in Nursery Operations	843311	Horticultural Nursery Assistant	Production Nursery Assistant
AHC21621	Certificate II in Landscaping	843211	Garden Labourer	Landscape Worker, Landscape Labourer
AHC21722	Certificate II in Permaculture			Permaculture Support Worker
AHC21819	Certificate II in Protected Horticulture	843311	Horticultural Nursery Assistant	Greenhouse Assistant Worker, Horticultural Assistant Worker
AHC30620	Certificate III in Production Horticulture	362611	Gardener (General)	Horticulture Assistant
AHC30722	Certificate III in Horticulture			Horticulturist / Gardener / Landscaper / Landscape Gardener

AHC30921	Certificate III in Landscape Construction	362711	Landscape Gardener	Landscape Worker, Landscaper
AHC31021	Certificate III in Parks and Gardens	362611	Gardener (General)	Greenkeeper, Parks and Gardens Tradesperson, Gardener, Groundsperson
AHC31120	Certificate III in Nursery Operations	362411	Nurseryperson	Nursery production and retail nursery assistants
AHC33722	Certificate III in Protected Horticulture			Horticulture Assistant, Greenhouse Assistant Worker
AHC33822	Certificate III in Permaculture			Permaculture System Coordinator
AHC33920	Certificate III in Medicinal Cannabis Cultivation and Production	121599	Broadacre Crop Growers nec	Cultivation Technician (Medicinal Cannabis)
AHC40219	Certificate IV in Protected Horticulture	311112	Agricultural and Agritech Technician	Horticulture Manager
AHC40320	Certificate IV in Production Horticulture	121599	Broadacre Crop Growers nec	Horticulture Team Leader, Horticulture Supervisor
AHC40422	Certificate IV in Horticulture			Horticulture Manager, Team Leader, Horticulturist
AHC40620	Certificate IV in Nursery Operations	362411	Nurseryperson	Nursery Supervisor (Wholesale), Nursery Supervisor (Retail)
AHC42021	Certificate IV in Landscape Construction Management	362711	Landscape Gardener	Leading Hand, Landscape Manager/Construction Manager, Landscape Supervisor/Landscape Builder, Foreman/Site Supervisor
AHC42122	Certificate IV in Permaculture			Permaculture Project Supervisor
AHC42320	Certificate IV in Medicinal Cannabis Cultivation and Production	121599	Broadacre Crop Growers nec	Cultivation Supervisor/ Manager (Medicinal Cannabis)
AHC42421	Certificate IV in Landscape Design	362711	Landscape Gardener	Entry level Designer
AHC50320	Diploma of Production Horticulture	121599	Broadacre Crop Growers nec	Production Horticulture and Floriculture Managers
AHC50422	Diploma of Horticulture Management			Horticulture Manager
AHC50621	Diploma of Landscape Design	362711	Landscape Gardener	Landscape Designer
AHC50820	Diploma of Nursery Management	362411	Nurseryperson	Nursery Manager (Retail), Nursery Manager (Wholesale), Garden Centre Manager
AHC52122	Diploma of Permaculture			Permaculture Project Manager, Consultant and Designer

Stakeholder feedback regarding landscape design and gardening

From stakeholder feedback, the clearest expression of the occupations was described as follows by a landscape designer with extensive experience in the industry.

Landscape Designer

Occupation description: In consultation with clients, architects and builders, create detailed design plans and amenity planting schedules for future installation by a Landscaper. Provide advice and plans for DA approvals and council submissions.

Additional stakeholder's feedback: Landscape designers are more akin to Landscape Architects who provide design plans for a landscaper to install. Generally, Landscape Designers carry out residential design work and Landscape Architects carry out commercial design work.

Skill level: 2

Landscaper

Description: Install landscaping from Design Plans or as instructed by client. Includes hard landscaping, soil improvement, lighting, reticulation, plant supply and planting.

Skill level: [not supplied in feedback]

Horticulturalist

Description: May work as plant propagator, plant scheduler of Amenity plants for a landscape designer or landscape architect. May work as a Nurseryperson.

Skill level: 3 [not supplied in feedback]

Additional stakeholder's feedback: A Certificate III in Parks and Gardens apprentice trade qualified should be classified as a Qualified Parks and Gardens Horticulturalist or Technician.

Gardener

Description: Plants, cultivates and maintains parks, urban landscapes and private gardens. Selects, supplies and plants. Carries out soft landscaping and garden maintenance.

Skill level: [not supplied in feedback]

Skills Insight comment: The above stakeholder feedback regarding the proposed new occupation Landscape Designer, aligns with Diploma of Landscape Design within the AHC Agriculture, Horticulture and Conservation and Land Management Training Package, which states: 'This qualification describes the skills and knowledge for landscape designer job roles in the landscape industry'. Additionally, in the description of the Certificate IV in Landscape Design: 'This qualification describes the skills and knowledge for entry level design job roles in the landscape design industry.' Given that VET qualifications are developed with intensive industry consultation, these qualifications and stakeholder feedback indicate an occupation should exist in ANZSCO for Landscape Designer.

The additional stakeholder feedback at 'horticulturalist' (detailed above) aligns with AHC31021 - Certificate III in Parks and Gardens within the AHC Agriculture, Horticulture and Conservation and Land Management Training Package, which is an apprenticeship in six states.

843211 Garden labourer

Stakeholder feedback: Two individual horticulture teachers confirmed description and skill level for garden labourer.

Skills Insight comment for overall occupation group: As mentioned earlier, Skills Insight recommends that the occupations should be reviewed holistically with industry input.

Occupation group: Animal Care and Welfare (non-equine)

Stakeholder feedback was highly consistent for 361115 Kennel Hand and 361311 Veterinary Nurse. Without exception, the occupation title of Kennel Hand was identified as inaccurate, and should be replaced with 'Animal Attendant', as supported by industry-specific job advertisements. This impacts upon the occupation category 361199 Animal Attendants and Trainers not elsewhere classified due to the duplication of occupation title and meaning associated with it. However, with regard to 361199, feedback suggests that both Animal Trainer and particularly Animal Welfare Officer should be separately identified. Should both these occupation be separately identified, there would no longer be a need for 361199 Animal Attendants and Trainers not elsewhere classified. Feedback related to these latter two occupations will be addressed at question 13. Without exception, the skill level, description, specialisations and alternative titles were identified as inaccurate for 361311 Veterinary Nurse.

Other occupations in this group attracted interest but feedback was less consistent and sometimes clear recommendations did not emerge. Based on stakeholder feedback, mapping to vocational education qualifications and job advertisements, it appears that some current ANZSCO occupations are not clearly recognised by industry. Meanwhile, specialisations and occupations not elsewhere classified attracted far more stakeholder feedback.

Note that jobs in this field may not be advertised through mainstream job boards (e.g. Seek), which may entail their relative 'invisibility' in datasets as the Internet Vacancy Index and in ABS research to follow up on recommendations. Some animal care and equine specific job sites are:

- [Kookaburra Veterinary Employment](#)
- [Veterinary Careers](#)
- [Racing Jobs](#)
- [Yard and Groom](#)
- [Equinestaff](#)
- [Cavalletti The equine marketplace](#)

Occupation: 361115 Kennel Hand

Changes summarised: Key changes from stakeholders include the title change away from Kennel Hand and the expansion of the description from dogs only.

Proposed new title/s: Animal Attendant (or Animal Care Officer)

Proposed new alternative title/s: Animal Care Officer or Animal Attendant (as not used in title), Kennel Hand

Skill level: 4

Proposed new description: Provides routine care for dogs, cats and other animals. Care includes feeding and watering animals, exercising, monitoring their health and cleaning kennels and

cages.

Proposed new specialisation/s: NA

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

Description of stakeholder feedback: Without exception, the occupation title of Kennel Hand was identified as inaccurate, and most recommended it should be replaced with 'Animal Attendant'. This is supported by industry-specific job advertisements. Two out of seven stakeholders identified the connection with Certificate II in Animal Studies to confirm the skill level, and RSPCA NSW noted 'we have traditionally called this role Animal Attendant, but have recently changed it to Animal Care Officer. (This ties in well with the updated name to the recent upgrades to Certificate II in Animal Care)'

Job sites: At the time of writing, the search term 'animal attendant' returned many more search results on Seek.com compared to 'Kennel hand'. Additionally, 'Animal Attendant' is a search category on Kookaburra.com – the veterinary employment job site.

Skills Insight comments: As identified by stakeholders, industry identifies this occupation as having a skill level and description commensurate with the qualification Certificate II in Animal Care, which states: 'This qualification describes the skills and knowledge for entry level and support roles in the animal care and management industry, where workers provide care for animals in workplaces such as animal shelters, boarding/day care facilities, sanctuaries and veterinary clinics. The work activities are routine, performed under supervision and within clearly defined guidelines.' This description supports stakeholders' recommendation to broaden the title away from kennels.

Stakeholders: Animal Industries Resource Centre; Veterinary Nurses Council of Australia (VNCA) / National Industry advisory group for Veterinary Nurses (NIAG); RSPCA NSW; Hanrob College; individual teacher 1 – Animal Science, TAFE QLD; individual teacher 2 – Animal Science, TAFE QLD; individual veterinary nurse and consultant.

Occupation: 361311 Veterinary Nurse

Changes summarised: Increase ANZSCO skill level to 2, and remove current alternative titles of Animal Nurse and Veterinary Assistant. Add specialisations, and identify specialisations at higher skill level.

Proposed new title/s: Veterinary Nurse (retain)

Proposed new alternative title/s: Veterinary Nurse Specialist

Skill level: 2

Proposed new description: none specified. For more information, see Attachment 2: Attachment2.VeterinaryNursingDescription.pdf

Proposed new specialisation/s: General practice; Critical and emergency care; Surgery;

Dentistry; Veterinarian technician

Evidence type/s: Stakeholder feedback

Description of stakeholder feedback: Key feedback from stakeholders identifies increasing rigour and regulation around this occupation. Veterinary nursing is rapidly approaching full professional status with the Australasian Veterinary Boards Council, in collaboration with the Veterinary Nurses Council of Australia (VNCA), who are leading a project for mandatory veterinary nurse/technician registration and title protection. Without exception, stakeholders recommended a skill level increase, with most advising that future mandatory registration would be expected to stipulate Diploma-level education (or equivalent), which is commensurate with ANZSCO level 2. Without exception, the alternative titles of Animal Nurse and Veterinary Assistant were identified as inappropriate. Multiple stakeholders identified that the description of 'veterinary nurse' needs updating as it does not reflect an occupation that is soon to become a registered and regulated profession). Extensive occupation description, qualification requirements and skills are provided in Attachment 2.

Skills Insight comment: Skills Insight is currently working with the VNCA and associated stakeholders to understand the occupational and skills needs of veterinary nurses. This may in future involve a review of the Veterinary Nursing qualifications to establish the appropriate AQF level for work-ready graduates. The Certificate IV in Veterinary Nursing is assigned the 361311 Veterinary Nurse ANZSCO Identifier. Additionally, the qualification has only one occupation taxonomy assigned: Veterinary Nurse. The Diploma of Veterinary Nursing is assigned the 361311 Veterinary Nurse ANZSCO Identifier; however, also includes the occupation taxonomies Veterinary Nurse, Veterinary Emergency and Critical Care Nurse, Veterinary Surgical Nurse, Veterinary Dental Nurse. Given the active involvement of the Veterinary Nurses Council of Australia in determining potential future registration and occupation definition, Skills Insight recommends seeking their input in the occupation description.

Impact of skill level change in ANZSCO: Veterinary Advisory Services notes in their feedback: 'The veterinary profession has recently been in the media complaining about being unable to supply practitioners in remote and regional areas, high suicide rates, wellness issues and high rates of attrition after few years within the profession. These are all clinical signs of inappropriate student selection and undergraduate training. The veterinary profession shares this problem with a number of other professions but it is the only profession in which a lack of expertise on the ground is resulting in massive animal welfare issues because clients cannot get good quality attention or cannot afford to pay the exorbitantly huge fees being charged. Veterinary training either needs to be changed or legislation changed to allow trained paraprofessionals access to pharmaceuticals to decrease the pressure on veterinary practitioners. A good place to start would be to allow qualified, registered, veterinary nurses to vaccinate animals.'

Stakeholders: Veterinary Nurses Council of Australia (VNCA) / National Industry advisory group for Veterinary Nurses (NIAG); Animal Industries Resource Centre; Hanrob; Individual Veterinary nurse and consultant; individual Veterinary Technician Specialist in Nutrition; individual teacher 1 – Animal Science, TAFE QLD; individual teacher 2 – Animal Science, TAFE QLD

Attachments and appendices: Attachment 2: Attachment2.VeterinaryNursingDescription.pdf

Occupation: 361114 Zookeeper

Changes summarised: New specialisation

Description of stakeholder feedback: Confirmation of skill level and request to add aviculturist specialisation.

New specialisation: Aviculturist

Evidence type/s: Stakeholder feedback

Skills Insight comment: In the census data, the highest proportion (44%) of Zookeepers have a highest educational attainment at ANZSCO skill level 1. Mapping to two vocational education qualifications at the Certificate III-level in combination with stakeholder feedback supports that the current skill level be retained.

Stakeholders: Hanrob; individual teacher 1 – Animal Science, TAFE QLD; Individual Teacher 2 – Animal Science, TAFE QLD

Occupation: 311113 Animal Husbandry Technician

Changes summarised: A consensus of opinion did not emerge from stakeholder feedback, thus Skills Insight does not recommend any changes, but notes some points below.

Description of stakeholder feedback: Stakeholders' feedback shows different understandings of what this job entails. One stakeholder considers this to be multiple occupations lumped together, while another stakeholder confirmed its accuracy. One specialisation was recommended by one stakeholder: Laboratory Technician

Evidence type/s: Stakeholder feedback

Skills Insight comment: This occupation does not map explicitly to VET qualifications, though there are relevant units of competency in the Agriculture, Horticulture and Conservation and Land Management Training Package and Animal Care and Management Training Package. Skills Insight does not recommend any changes.

Stakeholders: Australian Pork; Dressage Australia, Hanrob; individual Veterinary nurse and consultant; individual Teacher 1 – Animal Science, TAFE QLD; Individual Teacher 2 – Animal Science, TAFE QLD.

Occupations that require clarification: 599599 Animal Management Officer, 361199 Animal Welfare Officer and 311113 Animal Husbandry Technician; Animal technician (not in ANZSCO).

Changes summarised: Stakeholders were broadly in support of separately identifying the occupations not elsewhere classified under these headings: 599599 Animal Management Officer and 361199 Animal Welfare Officer. Making the case for separately identifying the occupations is complicated by the lack of description of, or data on, occupations not elsewhere classified. In some cases, stakeholders described key tasks they include within the occupation (see below).

Additionally, feedback on 311113 Animal Husbandry Technician indicates stakeholder ambiguity about its definition. Occupations not elsewhere classified under this heading will be addressed in more detail at question 13. Here we outline the distinctions based on mapping to vocational education qualifications, stakeholder feedback and job advertisements.

During investigation, the role 'Animal Technician' appears as a job title in use, but we are unable to determine if it exists in ANZSCO currently. Notably, none of the 3114 Science Technicians occupations include skills in animal care or handling live animals, which would be required for an Animal Technician occupation.

- Animal Management Officer (599599 Inspectors and Regulatory Officers nec) - a role that is present in local councils and may have tasks related to prosecutions and investigations. May include animal care and handling. Connected by ANZSCO identifier and relevant occupation taxonomy to ACM40122 Certificate IV in Animal Regulation and Management.
- Animal Welfare Officer (361199 Animal Attendants and Trainers nec) – a role that should not come under the heading 'animal attendant' or 'trainer' which are recognised and separate occupations. A role that is present in animal welfare organisations, racing industry, primary industries and laboratory contexts to promote, investigate and protect animal welfare. Does not typically include animal care and handling. Connected by title to four Animal Welfare skill sets: ACMSS00023 Animal Welfare Management Skill Set; AMPSS00061 Animal Welfare Officer Assistant Skill Set; AMPSS00001 Animal Welfare Officer Skill Set; RGRSS00025 Greyhound Racing Animal Welfare Skill Set.
- Animal Husbandry Technician (311113 Animal Husbandry Technician) – Assists Livestock Farmers and Farm Managers in breeding, raising and managing livestock by undertaking technical animal husbandry tasks such as pregnancy testing, artificial insemination, lactation management and providing nutrition assessment and advice. Includes animal care and handling. Relevant qualifications or skill sets not found. Relevant units of competency found in Certificate III agricultural production qualifications.
- Animal Technician (not found in ANZSCO) – a laboratory-based role (including but not limited to specific pathogen-free facilities) that requires application of animal-specific laboratory techniques (weighing, dose administration) in combination with

animal handling skills (feeding, watering) and breeding. Includes animal care and handling. Connected by occupation taxonomy and description to ACM30219 Certificate III in Animal Technology.

See question 13 for detail on separately identifying Animal Management Officer, Animal Welfare Officer and Animal Technician.

Occupation group: Animal Trainers

Changes summarised: Stakeholders identified a lack of clarity around 361111 Dog Handler or Trainer, 361112 Horse Trainer, and 361199 Animal Attendants and Trainers nec. Two main issues were identified.

The first issue is that dog/animal training skills surpass those described in 361111 Dog Handler or Trainer and should incorporate interpreting animal behaviour, conducting assessments, and developing and delivering training programs to animal owners.

The second issue was whether there should be one overarching occupation 'Animal Trainer' or separate animal-specific occupations: dog trainer; horse trainer; animal trainer. Several stakeholders (Greencross Pet Wellness; Horse Safety Australia; individual teacher 2 – Animal Science, TAFE QLD) recommended that 'Animal Trainer' should have its own ANZSCO code, and/or that Animal Trainer should not be in the same occupation group as Animal Welfare Officer.

The position of Horse Safety Australia is that Horse Educator (Horse Trainer) should be retained as a separate occupation and that there are more than 300 Horse Trainers with registered businesses across Australia. Thoroughbred Racing NT confirmed the current skill level but noted that 'A restricted permit to train or open trainer must have completed the Cert IV race horse trainer course [Certificate IV in Racing (Racehorse Trainer)].

The position of Pet Pals Dog Training and Pet Professional Guild Australia is that there are an estimated 722 dog trainers in operation, and the dog trainer occupation (at skill level 3) should be retained. These stakeholders and individual teacher 2 – Animal Science, TAFE QLD make special reference to Delta Institute, Pet Professional Guild Australia's accrediting body for positive reward-based trainers who have undertaken their professional nationally accredited training courses.

The position put to Food, Fibre, and Timber Industries Training Council (FFTITC) is that animal trainer requires its own separately identified occupation with specialisations: dog trainer; horse trainer; Assistance dog trainer; Dog behaviourist; Behaviour modification and training consultant.

Proposed new description: Requires further research/consultation

Skills Insight comment: These occupations map to ACM40322 Certificate IV in Animal Behaviour and Training based on ANZSCO Identifier 361199; occupational taxonomy (Animal Trainer, Assistance Dog Trainer); and qualification description: 'This qualification describes the skills and

knowledge required for an animal trainer and/or animal training practitioner working with a specific species or across a range of species and workplaces where they are required to work closely with animal carers or owners (clients). The qualification provides options for individuals wanting to work in animal-assisted services, animal rehoming/adoption, rehabilitation roles, exhibited animal facilities or who specialise in conditioning or training different species.

The qualification is for individuals with experience in working with and caring for animals, to develop the skills required to interpret animal behaviour, apply animal learning theory, and to evaluate best practice conditioning and training methodologies and techniques to meet the welfare needs of animals, and to provide ethical services for carers/clients.'

Skills Insight recommends that these occupations be clarified with a range of species-specific stakeholders and a range of stakeholder types (e.g. racing, animal assistance trainers, animal rehoming facilities)

Stakeholders: Pet Pals Dog Training; Pet Professional Guild Australia; Food, Fibre, and Timber Industries Training Council (FFTITC) with WA stakeholders' input; Thoroughbred Racing NT; Hanrob; individual teacher 2 – Animal Science, TAFE QLD

Attachments and appendices: Appendix 2: Pet Pals Submission; Appendix 3: Pet Professional Guild Australia Submission

Occupation group: Equine occupations (racing and non-racing)

The most notable feedback coming from equine stakeholders is that equine dental technicians (equine dentists) need to be recognised in the ANZSCO. Additionally, occupations not elsewhere classified and occupations not yet in recognised in the ANZSCO need to be reviewed. Skills Insight is aware that the horse racing and thoroughbred industries are seeking support in providing independent submissions. The equine occupation feedback presented by Skills Insight should be considered in combination with independent submissions from the horse racing and thoroughbred industries.

Note that jobs in this field are not typically advertised through mainstream job websites (e.g. Seek) and therefore may be relatively invisible in national datasets such as the Internet Vacancy Index. Some animal care and equine specific job sites are:

- [Kookaburra Veterinary Employment](#)
- [Veterinary Careers](#)
- [Racing Jobs](#)
- [Yard and Groom](#)
- [Equinestaff](#)
- [Cavalletti The equine marketplace](#)

The [Careers - Racing Jobs](#) website identifies key occupations, with descriptions for:

- Horse Float Driver
- Equine Veterinarians and Nurses
- Track Rider
- Stablehand
- Stud Hand
- Thoroughbred Trainer
- Farrier
- Horse health and wellbeing:
 - a) Equine Dentist
 - b) Equine Acupuncture and Massage
- Jockey
- Steward
- Racing Operations
- Betting Services
- Race Caller
- Bloodstock Agent
- Professional Syndicator
- Racecourse Manager
- Horse Breaker
- Pre-trainer
- Barrier Attendant
- Other Race Day Services:
 - a) Clerk of Scales
 - b) Starter
 - c) Photo Finish Operator/Judge
 - d) Clerk of the Course

Occupation: Equine dentist

Will be addressed at question 13.

Occupation: Equine massage therapist

Will be addressed at question 13.

Occupation: Bloodstock agent/Livestock Agent/ Horse Sales Agent

Will be addressed at question 13.

Occupation: Horse Trekking Guide

Currently in 452299 Outdoor Adventure Guides not elsewhere classified. Will be addressed at

question 13.

Occupation: 452313 Horse Riding Coach or Instructor

Changes summarised: Stakeholder feedback was inconsistent regarding skill level; however, the consensus is that this is not a licensed occupation (contradicting the ANZSCO description) and that specialisations are missing.

Description of stakeholder feedback:

Recommend removing reference to registration/licensing from the description due to this being an unregulated industry. However, Horse Safety Australia endorses the idea of the need for recognised qualifications (as described in Safe Work Aust Guide and other codes and guides.)

There are many instructors in horse riding who teach things other than "dressage and show jumping". New specialisations were consistent in stakeholder feedback:

- Natural Horsemanship/Classical Trainer
- Western Riding Instructor
- Eventing Instructor
- Show Riding Instructor

Additionally, there are many horse-related instructors who focus on activities which do not involve riding skills, but rather interactions linked to mental health, social and well-being outcomes.

Evidence type/s: Stakeholder feedback

Skills Insight comment: This occupation does not map explicitly vocational education qualifications under Skills Insight's coverage.

Stakeholders: Dressage Australia, Horse Safety Australia.

Occupation group: Seafood

Skills Insight received minimal feedback for Seafood occupations. The most notable relates to the diver occupation. Several of Skills Insight's stakeholders in the seafood industry indicate that they will provide their feedback on these occupations via the Fisheries Research and Development Corporation (FRDC) submission to the ANZSCO review.

One stakeholder, Paspaley, has informed ABS earlier in 2023 about concerns related to the aquaculture and deck hand occupations and wishes for that feedback to be applied during this round.

Name: 399911 Diver

Occupation: Diver occupation – potential requirement for supervisor-level diver, not suitable for inclusion under 452311 Diving Instructor (open water)

Description of stakeholder feedback: Stakeholder feedback indicates two issues with the current diver occupation. The first issue regarding 399911 Diver is that relevant Certificate IV-level education is a minimum requirement as it is not possible to learn on-the-job at a Certificate III skill level. Stakeholders gave feedback that the ANZSCO skill level being commensurate with Certificate III plus two years of on-the-job training would be inaccurate. However, the Certificate IV/ANZSCO skill level 3 is considered appropriate. The second issue is that there is no diving occupation currently at the supervisor level (addressed at question 13).

The Australian Diver Accreditation Scheme recommends changes to the Diver description – as divers do very little swimming when working. They also re-ordered the tasks in order of most common to least common – and an update list of specialisations. The Aquaculture Diver specialisation was also requested by Seafood Industry Victoria.

Skills Insight comment: This occupation does not map explicitly to vocational education qualifications under Skills Insight's coverage. We are aware that for the purposes of seafood industry stakeholders, the skill level and description of the Diver occupation is appropriate; however, the issues raised by stakeholders merit further investigation to address the lack of supervisory occupation and the currently recognised specialisations for which a minimum of skill level 3 may be insufficient.

The Australian Diver Accreditation Scheme (ADAS) set out AQF alignment with their diver accreditation: [AQF/VET Qualifications | Occupational Diver Certification | ADAS](#)

Proposed new specialisation list:

- Aquaculture Diver
- Defence Diver (Navy / Army / Police)
- Offshore Diver
- Onshore Diver
- Saturation Diver
- Scientific / Research Diver
- Archaeology Diver
- Media / Film Diver

Proposed new description: Works underwater to undertake tasks such as construction, inspection, salvage, research or seafood gathering. Registration and/or licensing may be required.

Evidence type/s: Stakeholder feedback; Accreditation scheme.

Stakeholders: Australian Diver Accreditation Scheme; Seafood Industry Victoria; individual at the Department of Industry, Tourism and Trade, Northern Territory.

311311 Fisheries Officer

Description of stakeholder feedback: None received.

Description of mapping and census data evidence: The majority of people (51%) in the occupation of Fisheries Officer had a highest educational attainment level of ANZSCO level 1, while the occupation is at ANZSCO skill level 2. Three qualifications have been assigned this occupation title: SFI30419 Certificate III in Fisheries Compliance, SFI40319 Certificate IV in Fisheries Compliance, and SFI50219 Diploma of Fisheries Compliance. The Diploma states: 'This qualification reflects the role of individuals who work at the leadership level for an agency or organisation that has legislated responsibility for fisheries management. In this role, they manage fisheries compliance functions, conduct workplace audits as well as contribute to fisheries management policy development at the broader industry and community level. They may have responsibilities in supporting and leading staff and managing staff performance.'

Skills Insight comment: This is an unusual mismatch. The qualification description and occupation description match well but the census data shows highest educational attainment data that is at a higher level than the ANZSCO skill level. Skills Insight recommends this occupation be further investigated for issues including: incorrect categorisation (should it be in 5995?) and possible multiple occupations being described.

Evidence type/s: Mapping to vocational education qualification

Occupation: 121111 Aquaculture Farmer

Changes summarised: Updates to specialisations recommended.

Skill level: 2 (see additional information at question 11).

Proposed new specialisation/s: Nursery Manager

Proposed removed specialisation/s: Consider removing Oyster Farmer from the specialisations, as a Bachelor degree is not required.

Evidence type/s: Stakeholder feedback

Skills Insight comment: This occupation is linked to SFI50119 Diploma of Aquaculture through ANZSCO identifier. The qualification specifically mentions hatcheries and nurseries as environments in which these individuals work. There is no mention of oysters. Skills Insight recommends reviewing the stakeholder feedback for consideration of updating specialisations.

Stakeholders: Seafood Industry Victoria

Occupation: 899212 Fishing Hand

Changes summarised: Trawl fishing should be added to the description.

Proposed new description: Catches fish, crustacea and molluscs using trawls, nets, pots, lines and traps in ocean and inland waters.

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

Stakeholders: Professional Fishers Association

Skills Insight comment: This occupation is linked to SFI20219 Certificate II in Fishing Operations through occupation taxonomy. The qualification includes SFIFSH203 Use trawls to land catch as well as SFIFSH204 Use pots and traps to land catch. Skills Insight recommends including trawl in the description.

899211 Deck Hand

Description of stakeholder feedback: Confirmation of skill level

Description of mapping data: Two qualifications have been assigned this occupation: SFI20219 Certificate II in Fishing Operations, and SFI30219 Certificate III in Fishing Operations.

Skills Insight comment: Skills Insight notes that this is a poorly described occupation. The qualification description likely provides relevant information, but additional stakeholder consultation should be sought. The SFI20219 Certificate II in Fishing Operations states: 'This qualification reflects the role of individuals who support fishing operations in the fishing sector of the seafood industry. In this role, these individuals undertake a range of routine tasks such as using fishing equipment to land catch, maintaining the temperature of seafood catch, assembling and repairing netting and undertaking deckhand duties aboard a vessel under the direction of a supervisor.'

The environments in which these individuals work include:

- fishing vessels
- charter vessels
- aquaculture farms using wild caught broodstock or seedstock.

All work is carried out to comply with workplace procedures, according to state/territory health and safety, food safety, biosecurity and environmental regulations, legislation and standards that apply to the workplace.

The MAR units in the elective bank are subject to licencing and regulatory requirements. These units must be implemented in line with the requirements of the MAR Maritime Training Package.'

Skill level: 4

Alternative title/s: Requires further research/consultation

Description: Requires further research/consultation

Specialisation/s: Requires further research/consultation

Evidence type/s: Mapping to vocational education qualification

Stakeholder: Western Australian Fishing Industry Council (confirmed skill level); Sea Harvest

Attachments and appendices: Appendix 4: Deck Hand Position Description.

Occupation group: Forest and Wood Products

Skills Insight's partner ForestWorks has worked with relevant stakeholders on occupations related to forest and wood products. Based on consultation, mapping and organisational expertise, ForestWorks proposes the following changes:

- Updated occupation titles
- Revised descriptions for these occupations
- An expanded list of specialisations for each occupation
- The introduction of the 'Forester Officer' occupation
- The removal of '843112 Logging Assistant (Alternative Title: Logger)' and '843113 Tree Faller (Alternative Title: Tree Feller)' from the classification, based on the understanding that these roles have been assimilated into positions like 'Forestry Worker' and 'Machine Operator' and they are no longer in use.

These proposed updates are outlined in Appendix 5.

Attachments and appendices: Appendix 5: Forest and Wood Products – proposed occupations

Stakeholders: Australian Forest Products Association, PF Olsen, C3 Forestry, Timberlands Pacific, Sustainable Timber Tasmania, Queensland Government Department of Agriculture and Fisheries, Forestry Australia.

Occupation group: Agricultural occupations

Occupation: 121321 Poultry Farmer

Stakeholder feedback: Add in a new specialisation for “commercial poultry farmer” to differentiate between those who undertake farming for smaller operations compared to commercial broiler farmers (who typically could have more than 500,000 birds under their care at any given point).

Proposed new specialisation/s: Commercial poultry farmer

Evidence type/s: Stakeholder feedback

Stakeholders: Australian Chicken Meat Federation

Skills Insight comment: This occupation does not map explicitly to vocational education qualifications under Skills Insight's coverage. Skills Insight expects that an independent submission from the Australian Chicken Meat Federation will provide more detail.

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 reflective of the vocational education and training (VET) qualifications commensurate with these occupations being at different skill levels. While this type of analysis may not be the 'be all and end all', in each case presented below stakeholders have validated the recommended skill levels.

ABS have provided guidance that the skill level assigned to an occupation is the skill level that people require to competently undertake the tasks in that occupation. This is extremely relevant to the work of Skills Insight (and all Jobs and Skills Councils) and industry stakeholders because training package qualifications are comprised of units of competency and are delivered through competency-based training. Competency is achieved by learners when they are assessed as demonstrating the consistent application of knowledge and skill to the standard of performance required in the workplace. Those workplace requirements are defined through extensive consultation with numerous employers, industry experts and union representatives, within and across all Australian jurisdictions.

The qualifications highlighted below are included by virtue of their ANZSCO Identifiers, which are 'intended occupational outcomes' (which are supplemented by industry descriptions of alternative occupational outcomes, called 'occupation taxonomies', which may not be consistent with current ANZSCO titles). As many qualifications have either been created or reviewed more recently than most ANZSCO occupations, they are a compelling source of evidence for determining the appropriate skill level of current occupations (with the caveat that experience supplements education).

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.

843411 Pest Control Technician

New skill level: 3

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

Skills Insight comment: Within the AHC Agriculture, Horticulture and Conservation and Land Management Training Package, three qualifications have been assigned 843411 Pest Control Technician as the ANZSCO identifier. These qualifications are at AQF levels 3, 4 and 5. Additionally, CPP Property Services Training Package has two qualifications in pest management that have been assigned the 843411 Pest Control Technician ANZSCO identifier. These qualifications are at AQF levels 3 and 4. CPP41619 Certificate IV in Urban Pest Management identifies occupational licensing or certification in the qualification description. The existence of certification, combined with three of the five qualifications sitting at AQF level 4 and above suggests there is cause to review the skill level of this occupation with a view to raising the skill level to ANZSCO skill level 3. Three stakeholders have expressed to Skills Insight their desire to raise the ANZSCO skill level from 4 to 3. This evidence should be considered in line with independent submissions including but not limited to a submission from Australian Environmental Pest Management Association.

Data evidence: Data from the 2021 Census showed that at least 47% of all workers within the occupation already held highest educational attainment at ANZSCO skill level 4 or above. At the ANZSIC group level where 50% of the workers were categorised under in the Census (892 Parks and Gardens Operations, 052 Agriculture and Fishing Support Services), the ABS's Participation, Job Search and Mobility survey suggested that more than half of workers in these groups have already been working for 3 years or more in 2021. Given that at >2 years of on-the-job training is a key determinant of difference between levels 4 and 3, this condition would have been satisfied by an even greater proportion of workers in 2023.

Stakeholders: Australian Environmental Pest Management Association; Pest Management Consultancy; individual Team Leader in agribusiness at TAFE NSW.

811512 Drycleaner

New skill level: 4

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

Skills Insight comment: Within the MST Textiles Training Package, one qualification has been assigned this occupation as the ANZSCO identifier: MST30922 Certificate III in Dry Cleaning Operations. Additionally, several nationally recognised skill sets have been developed as micro-credentials for this industry. Of particular note, skill set MSTSS00004 Introduction to Laundry or Dry Cleaning Skill Set. This skill set is clearly described as a minimum competency to enter the occupation: 'This skill set reflects the skill requirements for workers starting work in a commercial laundry or dry cleaning setting'. The skill set comprises two units that are included in qualifications

at AQF levels 2 to 4 (minimum ANZSCO level 4). Stakeholder feedback suggests that micro-credentials and on-the-job training form a significant portion of the workforce skilling in this occupation, and that the current skill level is inaccurate. This has significant impacts on the industry, including a stalled recovery from the impacts of the COVID-19 pandemic (see independent submission from Drycleaning Industry Association).

Skills Insight recommends raising the ANZSCO skill level from 5 to 4 at a minimum, and that further investigation may indicate that the ANZSCO skill level should be 3.

Data evidence: The 2021 Census showed that 84% of all drycleaners have completed compulsory secondary education at the minimum (equivalent to, or above skill level 5), all of whom were categorised under ANZSIC group 953 (Other Personal Services). Recent statistics from the ABS's Education and Work (Reference year 2022) also indicated that 77% of all workers under this group have either already attained compulsory secondary education or a non-school qualification at Certificate II (two) or above, with 7.8% studying towards their first or additional non-school qualification/s.

Stakeholders: Drycleaning Industry Association

811511 Laundry Worker (General)

New skill level: 4 (Requires further research/consultation)

Evidence type/s: Mapping to vocational education qualification; ABS Microdata

Skills Insight comment: Within the MST Textiles Training Package, two qualifications have been assigned this occupation as the ANZSCO identifier: MST20422 Certificate II in Laundry Operations, and MST30622 Certificate III in Laundry Operations. Additionally, several nationally recognised skill sets have been developed as micro-credentials for this industry, including the MSTSS00003 Introduction to Laundry Operations Skill Set. This skill set is clearly described as a minimum competency to enter the occupation: 'This skill set reflects the skill requirements for workers starting work in a commercial laundry and covers working safely, identifying cleaning requirements and operation of basic washing machines'. The skill set comprises four units that are included in qualifications from AQF levels 2 to 4 (ANZSCO level 4 minimum).

While Skills Insight's data analysis suggests that the ANZSCO skill level may currently be inaccurate, we have not received stakeholder feedback explicitly recommending a skill level change for this occupation. We strongly recommend further research and stakeholder contact on this occupation, due to the occupation and workforce similarity to 811512 Drycleaner, for which we have received stakeholder feedback regarding skill level inaccuracy and its significant impact on industry.

Data evidence: Similar to 811512 Drycleaner, the 2021 Census showed that 81% of all Laundry Workers (General) have completed compulsory secondary education at the minimum (equivalent to, or above skill level 5), 98% of whom were categorised under ANZSIC group 953 (Other Personal Services). In addition to the evidence provided for this group for Drycleaner above,

data from the ABS's Participation, Job Search and Mobility conveyed that all Laundry Workers surveyed have been working for at least a year, which is suggestive of experience gained on-the-job to date.

Occupation: 121316 Horse Breeder

Changes summarised: Through data analysis and stakeholder feedback, ANZSCO Skill level 1 (Bachelor degree or higher) has been identified as too high. This feedback and analysis indicates that level 2 is more appropriate; however, we expect that independent submissions may advise to retain the current skill level.

Proposed new skill level: ANZSCO Skill level 2

Evidence type/s: Stakeholder feedback; Mapping to vocational education qualification; ABS Microdata

Description of stakeholder feedback: Received stakeholder feedback indicates that Skill level 1 is inappropriate for this occupation. Should be ANZSCO skill level 4 for Stud Hand; ANZSCO skill level 3 for Horse Breeder and ANZSCO skill level 2 for management-level Horse Breeder.

Description of mapping: Three qualifications have been assigned this occupation title: RGR30619 Certificate III in Horse Breeding; RGR40619 Certificate IV in Horse Breeding; RGR50319 Diploma of Horse Stud Management. RGR50319 Diploma of Horse Stud Management states that this: 'qualification describes the skills and knowledge required for individuals working as managers or supervisors of horse breeding operation on stud farms' and identifies stud manager (121316 alternative title: stud manager) as an occupational taxonomy. Skills Insight's data analysis taken in combination with stakeholder feedback suggests that the occupation 'horse breeder' requires skill level update and/or indicates that multiple occupations are contained within the current 'horse breeder' occupation.

Data evidence: Data from the 2021 Census showed that the greatest proportion of Horse Breeders (46%) held a highest level of educational attainment at ANZSCO skill level 5. This is consistent with data from the ABS's Characteristics of Employment, which showed that in 2022, 46% of the corresponding ANZSCO unit group (Livestock Farmers) held the highest level of attainment at skill level 5.

Skills Insight comment: Skills Insight expects independent submissions from the horse racing and breeding industry will provide further detail.

Stakeholders: Horse Safety Australia, Thoroughbred Racing NT

Occupation: 842318 Stablehand

Changes summarised: Two key stakeholders believe this occupation should not be at ANZSCO Skill level 5, but 4 instead.

Proposed new skill level: 4

Evidence type/s: Stakeholder feedback; ABS Microdata

Description of mapping: Five qualifications have been assigned this occupation title: RGR10118 Certificate I in Racing (Stablehand), RGR20221 Certificate II in Racing Industry, ACM3082 Certificate III in Horse Care, RGR30318 Certificate III in Racing (Driving Stablehand), and RGR30218 Certificate III in Racing (Stablehand). At the Certificate I level, the qualification description identifies that it 'reflects the role of individuals working as a trainee stablehand under the direction of a trainer or stable supervisor in a harness or thoroughbred racing stable. It is aimed at students in schools or others requiring pre-employment training in preparation for entry-level employment as a stablehand.'

Description of stakeholder feedback: The occupation should be at ANZSCO Skill Level 4 (Certificate II or III) because employed individuals either work under supervision or under no supervision when appropriate to the task – hence a Certificate II or a Certificate III-level is appropriate. In the NT, however, there is no minimum skill level requirement for becoming a stable hand.

Data evidence: The 2021 Census showed that 87% of all stablehands have completed compulsory secondary education at the minimum (equivalent to, or above skill level 5), 66% of whom were categorised under ANZSIC group 912 (Horse and Dog Racing Activities). This is consistent with data from the ABS's Education and Work, which showed that in 2022, 84% of workers have attained Year 12 or a non-school qualification at Certificate II (two) or above (equivalent to, or above skill level 5). Data from the ABS's Participation, Job Search and Mobility showed that all surveyed workers in group 912 have been working for at least a year, which is suggestive of experience gained on-the-job to date.

Skills Insight comment: Based on the Certificate I, which reflects trainee-level skills that are aimed at individuals requiring pre-employment training, Skills Insight recommends this occupation for review in line with stakeholder feedback. Skills Insight expects independent submissions from the horse racing and breeding industry will provide further detail.

Stakeholders: Horse Safety Australia; individual from the racing industry; Thoroughbred Racing NT.

Occupation: 361113 Pet Groomer

New skill level: 3

Evidence type/s: Stakeholder feedback; Mapping to vocational education qualification; ABS Microdata

Description of stakeholder feedback: All five stakeholders who provided input recommended a minimum skill level commensurate with Certificate III in Animal Care Services (pet grooming).

Data evidence: The 2021 Census suggested that 45% of all Pet Groomers held an educational attainment of Certificate III & IV (equivalent to, or above skill level 3). However, the census also showed that 94% of all employees work within the ANZSIC Class 6970 (Veterinary Services),

which consistently had an occupational average (mode) of skill level 3 in the 2021 Census, the ABS's Education and Work in 2022, as well as the ABS's Jobs and Income of Employed Persons in 2019-20.

Skills Insight comment: Pet grooming skills are outlined in the Certificate III in Animal Care Services, pet grooming specialisation.

Stakeholders: Veterinary Nurses Council of Australia (VNCA) / National Industry advisory group for Veterinary Nurses (NIAG); Animal Industries Resource Centre; Hanrob College; individual teacher 1 – Animal Science, TAFE QLD; individual teacher 2 – Animal Science, TAFE QLD

149911 Boarding Kennel or Cattery Operator

Skill level: 3

Retain title: Boarding Kennel or Cattery Operator

Changes summarised: Minor changes suggested by stakeholders with disagreement regarding the skill level.

Evidence type/s: Stakeholder feedback; ABS Microdata

Description of stakeholder feedback: Three out of four stakeholders recommended reducing the ANZSCO skill level to 3. One stakeholder recommended adding a specialisation for 'staff management also focusing on compassion fatigue'. This may be more appropriate in the description.

Proposed new specialisation/s: animal management

Data evidence: It has been challenging to collect reliable data on this occupation apart from the 2021 Census, which indicated that 44% of all workers within the occupation held secondary education as their highest educational attainment. The Census also showed that 66% of workers within the occupation are categorised under the Class 0529 (Other Agriculture and Fishing Support Services), which has an average (mode) skill level of 5.

Skills Insight comment: This occupation does not map explicitly vocational education qualifications under Skills Insight's coverage. As such, we cannot make comment on stakeholder feedback.

Stakeholders: Hanrob; individual teacher 1 – Animal Science, TAFE QLD; individual teacher 2 – Animal Science, TAFE QLD; individual Veterinary Nurse and Consultant

Occupation: 121111 Aquaculture Farmer

Changes summarised: This occupation should not be ANZSCO Skill level 1, but 2.

Proposed new skill level: 2

Evidence type/s: Stakeholder feedback; Mapping to vocational education qualification; ABS Microdata

Description of mapping: Two qualifications have been assigned this occupation title: SFI40219 Certificate IV in Seafood Post Harvest Operations and SFI50119 Diploma of Aquaculture. From the Diploma description, 'This qualification reflects the role of individuals who work in the aquaculture sector of the seafood industry at a management or leadership level. In this role, these individuals design, plan and implement programs and sustainable practices for an aquaculture enterprise that comply with a wide range of legislative and regulatory requirements.'

Description of stakeholder feedback: A bachelor degree is not mandatory but equivalent industry experience would be relevant. Consider updating to Skill Level 2 to reflect a more operational role, not necessarily requiring a bachelor degree or higher.

Data evidence: Census data from 2021 showed that less than half of all workers in the occupation of Aquaculture Farmer held an educational attainment above a secondary school level (equivalent to skill level 5), despite the occupation being classed as ANZSCO skill level 1. This information is consistent with that reported from the ABS's Jobs and Income of Employed Persons in 2019-20, which indicated that for the ANZSIC classes comprising 53% of all Aquaculture Farmers (Offshore Longline and Rack Aquaculture, Offshore Caged Aquaculture, and Onshore Aquaculture), the number of workers with educational attainment above skill level 3 ranged from 33-51%.

Skills Insight comment: Based on the Diploma level description matching the ANZSCO occupation description, Skills Insight recommends the occupation skill level change in line with stakeholder feedback.

Stakeholders: James Cook University, Seafood Industry Victoria

Occupation: 842111 Aquaculture Worker

Changes summarised: Review skill level.

Proposed new skill level: 4 (Requires further research/consultation)

Evidence type/s: Stakeholders; ABS Microdata

Description of mapping: Five qualifications have been assigned this occupation title: SFI20119 Certificate II in Aquaculture, SFI20319 Certificate II in Seafood Post Harvest Operation, SFI30119 Certificate III in Aquaculture, SFI30319 Certificate III in Seafood Post Harvest Operations, SFI40119 Certificate IV in Aquaculture. Certificate II-level qualifications describe 'these individuals undertake routine tasks [...] under the direction of a supervisor', matching the description of the ANZSCO occupation. The existence of relevant qualifications at higher AQF levels may suggest a further review is appropriate.

Data evidence: Data from the 2021 Census showed that 54% of workers within the occupation

of Aquaculture Worker had their highest educational attainment at ANZSCO skill level 5. Whilst this is commensurate with the occupational skill level, this suggests that approximately half of workers still held higher educational attainment. More recent statistics from the ABS's Education and Work, 2022 showed that at the ANZSIC group level (020 Aquaculture), 71% of workers have attained a non-school qualification, and that 92% of workers within the group were engaged in employment or study at Certificate III level or above.

Skills Insight comment: Based on the Certificate II-level qualifications' descriptions matching the ANZSCO occupation description, Skills Insight recommends reviewing occupation skill level change to determine stakeholder requirements.

Description of stakeholder feedback: Two stakeholders provided conflicting feedback. One stakeholder confirmed the current skill level, while the other recommended updating to skill level 4.

Stakeholders: James Cook University, Seafood Industry Victoria

Occupation: 31114 Aquaculture or Fisheries Technician

Changes summarised: Stakeholder feedback requests consideration for updating the ANZSCO Skill level from 2 to 3.

Proposed new skill level: 3 (Requires further research/consultation)

Evidence type/s: Stakeholder feedback

Description of stakeholder feedback: Consider updating to Skill Level 3 because a Certificate IV or Certificate III + 2 years' experience may be sufficient in some circumstances.

Skills Insight comment: This occupation title is not explicitly aligned with any VET qualifications. Nor is currently present on the mainstream job advertisement site Seek.com. Additionally, it has been difficult to identify reliable ABS data for this occupation at the level of granularity required for insights. As such, we cannot make further comment.

Stakeholders: Seafood Industry Victoria

362312 Sports Turf Manager

Skills Insight comment: Within the AHC Agriculture, Horticulture and Conservation and Land Management Training Package, two qualifications have been assigned this occupation: AHC31319 - Certificate III in Sports Turf Management and AHC51019 - Diploma of Sports Turf Management. Skills Insight were unable to map this occupation to Census data, nor identify other ABS datasets containing reliable information. Skills Insight's data analysis suggests that the skill level may be currently inaccurate, but we have received no stakeholder feedback on this occupation. Stakeholder input should be sought should skill level change be considered.

Evidence type/s: Mapping to vocational education qualification

843311 Horticultural Nursery Assistant

Evidence type/s: Mapping to vocational education qualification; ABS Microdata

Data evidence: Census data from 2021 showed that over half (53%) of the workers within the occupation held educational attainment at skill level 5 or below (Secondary education only), commensurate to the occupational skill level of 5. However, the second highest group was attainment at the Certificate III & IV Level (22%), which is equivalent to ANZSCO skill level 3. This corresponds with data from the ABS's Education and Work, which showed that 59% of workers within the occupation were engaged in employment or study at Certificate III level or above in 2022.

Skills Insight comment: Within the AHC Agriculture, Horticulture and Conservation and Land Management Training Package, three qualifications have been assigned this occupation: AHC20520 Certificate II in Arboriculture, AHC20720 Certificate II in Nursery Operations, AHC21819 Certificate II in Protected Horticulture. While Skills Insight's data analysis suggests that the skill level may currently be inaccurate, we have received no stakeholder feedback on this occupation. Stakeholder input should be sought should skill level change be considered.

311312 Meat Inspector

Evidence type/s: Mapping to vocational education qualification, stakeholder feedback; ABS Microdata

Data evidence: Whilst level 2 is the indicative skill level of the occupation, data from the 2021 Census showed that the average (mode) educational attainment was at the Certificate III & IV level (equivalent to skill level 3). Further evidence on upskilling was scarce, although data from the ABS's Participation, Job Search and Mobility in 2021 showed that for the broader ANZSCO group encompassing the occupation (3113 Primary Products Assurance and Inspection Officers), all active workers did not change their occupation skill level with their current employer in last 12 months.

Skills Insight comment: Within the AMP Australian Meat Processing Training Package, the qualification AMP40522 - Certificate IV in Meat Safety Inspection has been assigned 311312 Meat Inspector as the ANZSCO identifier. Higher AQF level qualifications in the AMP Training Package are assigned Production Manager or Specialist Manager as the occupational outcomes. This suggests a misalignment with the Census data showing the greatest proportion of people hold a highest level of educational attainment at ANZSCO skill level 3 (Census data).

Skills Insight has received enquiries about this skill level misalignment, but stakeholders have not explicitly recommended a skill level change for this occupation. While Skills Insight's data analysis suggests that the skill level is currently inaccurate, we recommend stakeholder input be sought

prior to making a change on this basis.

Additional note: Stakeholder feedback received through the Food, Fibre, and Timber Industries Training Council (FFTITC) confirmed that the occupation is correctly described.

Stakeholder: Stakeholder feedback received through the Food, Fibre, and Timber Industries Training Council (FFTITC)

121311 Apiarist

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

Data evidence: According to Census data from 2021, only 16% of all workers within the occupation held an educational attainment of a Bachelor degree or higher (equivalent to skill level 1). It also showed the average (mode) highest attainment as secondary school at year 10 or higher, commensurate with skill level 5. This finding was reiterated at the ANZSIC unit group level where 96% of apiarists were classified under the Census (1213 Livestock Farmers) in the ABS's Characteristics of Employment 2022, where only 12% of workers within the group held their highest educational attainment equivalent to skill level 1, and Certificate III or IV (equivalent to skill level 4 or 3) being the average (mode).

Skills Insight comment: Within the AHC Agriculture, Horticulture and Conservation and Land Management Training Package, one qualification has been assigned this occupation: AHC31818 - Certificate III in Beekeeping. This is the highest level of formal qualification within the higher education and VET sectors. Skills Insight's data analysis taken in combination with census data suggests that ANZSCO skill level 1 for the occupation 'apiarist' is not an accurate reflection of the skill level required for people to competently undertake the role. However, Skills Insight notes that within agricultural occupations, on-the-job training – not reported in census data – typically raises workforce skill levels but it is unclear how this can be quantified. Only one stakeholder commented on this occupation. We recommend that Skills Insight's analysis be considered in combination with independent submissions, including but not limited to Beekeeping Industry Council Western Australia (BICWA).

Stakeholder feedback: The Food, Fibre, and Timber Industries Training Council (FFTITC) has reinforced Skills Insight's recommendation. FFTITC feedback is that: 'the ANZSCO 121311 Apiarist description didn't suit and was considered too advanced for a role at Certificate III level. [...] Whilst ANZSCO 842399 Livestock Farm Workers nec doesn't cite working with bees as an occupation, the more generic description of Livestock Farmers does – i.e. *Livestock Farmers plan, organise, control, coordinate and perform farming operations to breed and raise livestock for the production of breeding stock, milk, eggs, meat, honey, wool and hair.*

The skill level for 842399 Livestock Farm Workers nec and description is not ideal. However, the indicative skill level AQF Certificate I, or compulsory secondary education (ANZSCO Skill Level 5) was considered more appropriate than Level 1. Skill level 4 would probably be a better fit

[for apiarists] i.e. AQF Certificate II or III, or at least one year of relevant experience. It is noted that almost all other workers in this category are at Skill level 4.'

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 indicating that the educational 'entry requirements' for occupations 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 also 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.

Similarly, according to two leaders in the VET sector, Tom Karmel and Bruce Mackenzie, 'credential inflation' is negatively affecting VET graduates without yielding productivity benefits. In their study 'VET and the Changing Labour Market', Karmel and Mackenzie present evidence that the level of qualification required to enter particular occupations is rising despite these jobs not really requiring that level of qualification. They argue credentialism is at play and this trend has led to reduced career opportunities for those with VET qualifications. This is especially

concerning where there are occupation and skills shortages.

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.

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 occupations under a different ANZSCO category:

843411 Pest Control Technician

More feedback regarding this occupation has been provided at question 11.

New major group: 3

Evidence type/s: Stakeholder feedback

Stakeholders: Australian Environmental Pest Management Association.

Occupation: 811511 Laundry Worker (General)

Stakeholder feedback:

Laundry Association Australia has provided feedback that the title should change to Laundry Operator, and move from major group 8 to major group 7. Skills Insight expects an independent submission from the Laundry Association Australia will provide further detail.

More detail on skill level for this occupation is covered at question 11.

Evidence type/s: Stakeholder feedback

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?

Occupation group: Animal Officers and Technicians

As identified at question 10, the Animal Management Officer, Animal Welfare Officer and Animal Technician are recommended to be separately identified.

Occupation: Animal Management Officer

Currently under Inspectors and Regulatory Officers nec.

Description of stakeholder feedback and mapping to vocational education qualification:

Stakeholder feedback indicates that this occupation meets the benchmark of at least 300 full-time employees in Australia. Making the case for separately identifying occupations is complicated by the lack of description of, and data on, occupations not elsewhere classified. This occupation is understood as a role that is present in local councils and may have undertaken in the prosecutions and investigations sectors. As a local government/council occupation, it is likely that there are over 300 people employed full-time in this occupation. The stakeholder understanding of the occupation aligns with Certificate IV in Animal Regulation and Management through the qualification's ANZSCO identifier, as well as the occupation taxonomies being: Animal Regulation and Management - Holding Facility Manager, Animal Regulation and Management Officer - General, Animal Regulation and Management - Community Education Officer, Animal Regulation and Management - Rural and Remote Community Officer. As described on training.gov.au: "This qualification describes the skills and knowledge for individuals undertaking animal regulatory and management functions. Animal regulation and management is a function provided by local and state/territory governments to protect the safety and amenity of communities by administering domestic animal legislation, and by community education and engagement. Individuals are required to apply specialist knowledge and skills and may undertake roles in one or more of the following:

- animal management
- investigations
- animal holding facility/shelter
- animal management education
- rural and remote community work.

Some animal control functions administered by state/territory and local governments require licensing or authorisation. Legislative requirements vary across jurisdictions and users are advised to check with the relevant regulatory authority for current requirements."

Job advertisements: At the time of writing, the following relevant job advertisements were present on Seek.com within local government/council settings:

- Animal Management Officer: 2 advertisements
- Senior Regulatory Services Officer – Animal management: 1 advertisement
- Local laws officer with significant animal management responsibilities: 2 out of 8 local laws job advertisements

- Pound Operations Officer/Pound Officer: 2 advertisements
- Animal Facilities Officer: 1 advertisement
- Animal Control Officer: 1 advertisement

Skills Insight comment: Due to the breadth of this occupation, its utility in local councils, and stakeholder feedback, Skills Insight strongly recommends this occupation be separately identified.

Evidence type/s: Stakeholder feedback, Mapping to vocational education qualification, job advertisements

Stakeholders: Hanrob; Dressage Australia; individual teacher 1 – Animal Science, TAFE QLD

Proposed category: 599

Skill level: 3

Alternative title/s: Requires further research/consultation

Description: Requires further research/consultation

Specialisation/s: Requires further research/consultation

Occupation: Animal Welfare Officer

Currently under 361199 Animal Attendants and Trainers nec

Description of stakeholder feedback and mapping to vocational education qualification:

Stakeholder feedback suggests that this occupation is significant enough to meet the benchmark of 300 people employed full-time. Making the case for separately identifying this occupation is complicated by the lack of description of, and data on, occupations not elsewhere classified. Stakeholder feedback suggests that this occupation is inappropriately classified under the title 'animal attendant', which is recognised as a separate occupation. Animal Welfare Officer knowledge and skills are focused on ensuring animal welfare, but not directly related to the animal training and care tasks of 3611 unit group. One stakeholder referred to the veterinary industry's need for improved animal ethics training to enable the required oversight of animal ethics committees in veterinary schools. This feedback is considered by Skills Insight to be relevant to the Animal Welfare Officer occupation. Investigation of related training products and job advertisements suggests that this role is present in animal welfare organisations, the racing industry, primary industries and laboratory contexts to promote, investigate and protect animal welfare. Animal Welfare Officer training is directly connected to four nationally recognised skill sets: Animal Welfare skill sets: ACMSS00023 Animal Welfare Management Skill Set; AMPSS00061 - Animal Welfare Officer Assistant Skill Set; AMPSS00001 - Animal Welfare Officer Skill Set; RGRSS00025 - Greyhound Racing Animal Welfare Skill Set.

Job advertisements: At the time of writing, the following relevant job advertisements were present on Seek.com:

- Animal Welfare Officer: 1 advertisement
- Animal Care Technical Officer: 1 advertisement

- Animal Ethics Officer: 2 advertisements
- Senior Animal Technologist: 1 advertisement

Skills Insight comment: Due to the presence of skill sets and job advertisements with this description, Skills Insight recommends that this occupation be reviewed to identify if it is appropriate to separately identify.

Evidence type/s: Stakeholder feedback, Mapping to vocational education qualification, job advertisements

Stakeholders: Animal Industries Resource Centre; Greencross Pet Wellness; Veterinary Advisory Services; individual Veterinary Nurse and Consultant; Hanrob; individual teacher 1 – Animal Science, TAFE QLD; individual teacher 2 – Animal Science, TAFE QLD; Australian Chicken Meat Federation

Proposed category: Requires further research/consultation

Skill level: 3

Alternative title/s: Requires further research/consultation

Description: Requires further research/consultation

Specialisation/s: Requires further research/consultation

Occupation: Animal Technician

See detail at question 14.

Description of stakeholder feedback and mapping to vocational education qualification:

The Animal Technician occupation was identified through desktop research. A stakeholder had recommended that a laboratory technician specialisation should be added to the occupation 311113 Animal Husbandry Technician; however, research on animal husbandry technician job advertisements led to identification of an ‘animal technician’ occupation, which also reflects extensive stakeholder and subject matter expert feedback through the qualification’s consultation process.

Animal Technician is a laboratory-based role (including but not limited to specific pathogen-free facilities) that requires application of animal-specific laboratory techniques (e.g. weighing and dose administration) in combination with animal handling (e.g. feeding and watering), care and breeding skills. It is connected by occupation taxonomy and description to the ACM30219 Certificate III in Animal Technology and ACM50119 - Diploma of Animal Technology. The description of both qualifications clearly identifies the nature and contexts of Animal Technician work. From ACM30219 Certificate III in Animal Technology:

“This qualification is the industry qualification for persons operating at a junior or assistant level and undertaking animal technology functions within a biomedical research or production environment.

Job roles covered by this qualification include:

- Animal technician
- Technical officer
- Field technician

Regulatory compliance with the Australian Code for the Care and Use of Animals for Scientific Purposes applies to some units of competency. In addition, individual units of competency may specify relevant licensing, legislative and/or regulatory requirements. Specific determination should be sought through the relevant State or Territory body.”

Job advertisements typically do not specify required qualifications, but occasionally mention a Certificate III in Animal Care, or an unspecified animal care qualification. This is notably different from Research Assistant occupations, which typically require a university degree.

Job advertisements: At the time of writing, the following relevant job advertisements were present on Seek.com:

- Animal Technician: 6 advertisements
- Animal Technician – Toxicology: 1 advertisement
- Animal Technologist: 1 advertisement
- Service Technician, Monash Animal Research Platform: 1 advertisement
- Animal Care Technical Officer: 1 advertisement
- Reproductive Specialist: 1 advertisement

Skills Insight comment: The presence of the animal technician occupation taxonomy against the Certificate III and Diploma of Animal Technology, in combination with the quantity of current job advertisements, may indicate that at least 300 people are working full-time in this role in Australia. Skills Insight strongly recommends that this occupation be reviewed and separately identified.

Evidence type/s: Stakeholder feedback, Mapping to vocational education qualification, job advertisements

Stakeholders: individual teacher 1 – Animal Science, TAFE QLD

Proposed category: Requires further research/consultation

Skill level: Likely 4, but requires further research/consultation

Alternative title/s: Requires further research/consultation

Description: Requires further research/consultation

Specialisation/s: Requires further research/consultation

Occupation group: Other Animal Care (non-equine)

Occupation group: Animal Trainers

See detail at question 10.

Occupation group: Animal Nutritionist

Currently a specialisation under 234115 Agronomist

Description of stakeholder feedback:

Two stakeholders recommended this specialisation to be recognised as its own occupation: Pet Food Industry Association of Australia and an individual Veterinary Technician Specialist in Nutrition. This recommendation was not made consistently: several stakeholders confirmed the existence of the specialisation, and often its skill level, but did not comment upon the appropriateness of its alignment with 234115 Agronomist. Animal Nutritionist is a significant specialisation in the pet food, pet health care and racing industry sectors, which are not aligned with the agronomist description ('Provides advice on quality, production and management of crops and livestock by assessing growing conditions and environmental factors and examining crops and livestock').

Skills Insight comment: This occupation does not map explicitly to VET qualifications and there is a lack of data on Animal Nutritionists. As such, we cannot make further comment.

Proposed category: Requires further research/consultation

Description: Requires further research/consultation

Skill level: 1

Evidence type/s: stakeholder feedback.

Stakeholders: Animal Industries Resource Centre; Dressage Australia; Greencross Pet Wellness; individual Veterinary Nurse and Consultant; Hanrob; Horse Safety Australia, individual Veterinary Technician Specialist in Nutrition; Pet Food Industry Association of Australia; individual teacher 1 – Animal Science, TAFE QLD; individual teacher 2 – Animal Science, TAFE QLD

Occupation group: Dog breeder

Currently in 121399 Livestock Farmers not elsewhere classified

Description of stakeholder feedback:

Stakeholder feedback varied on the value of separately identifying dog breeder.

Stakeholders who did not comment on separately identifying the occupation: Animal Industries Resource Centre; individual Veterinary Nurse and Consultant; Hanrob

Stakeholders that did recommend separately identifying the occupation: Greencross Pet Wellness; Pet Food Industry Association of Australia

Skills Insight comment: Due to the lack of consistency and lack of clear mapping to a vocational education qualification, Skills Insight cannot comment further on this recommendation.

Occupation group: Dog walker

Currently in 451899 Personal Service Workers not elsewhere classified

Description of stakeholder feedback:

Stakeholders consistently recommended separately identifying this occupation.

Pet Pals noted 'You can find them in the Social Media pages offering their services, belonging to a few of the animal / dog professional associations, in online business directories, in online platforms such as Mad Paws, Pet Cloud, Pawshake, Googling under 'Dog walking' or 'Pet sitting' under particular Postcode areas. [...] There would be hundreds of these service providers all over Australia.'

Stakeholders: Animal Industries Resource Centre; Hanrob; individual teacher 1 – Animal Science, TAFE QLD; individual teacher 2 – Animal Science, TAFE QLD; Pet Pals Dog Training

Skills Insight comment: Due to the lack of clear mapping to a VET qualification, Skills Insight cannot comment on this recommendation.

Occupation group: Equine occupations (racing and non-racing)

Name: Racecourse Barrier Attendant

Currently under 899999 Labourers not elsewhere classified.

Occupation: Racecourse Barrier Attendant

Description of stakeholder feedback: We received was limited stakeholder feedback, but it was noted there would be greater than 300 people employed nationally as barrier attendants.

Job boards: Skills Insight notes that Barrier Attendants are clearly described on racingjobs.com.au: [Barrier Attendant - Racing Jobs](#)

Skills Insight comment: Due to minimal feedback and lack of clear mapping to a vocational education qualification, Skills Insight cannot comment further. Skills Insight expects independent submissions from the racing and breeding industry will provide further detail.

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

Proposed category: Requires further research/consultation

Skill level: Likely 5, but requires further research/consultation

Alternative title/s: Requires further research/consultation

Description: Requires further research/consultation

Specialisation/s: Requires further research/consultation

Stakeholders: Thoroughbred Racing NT

Occupation: Equine Dental Technician/Equine dentist

Description of stakeholder feedback:

In the ANZSCO review rounds 2 and 3, stakeholders recommended that Equine Dental Technician/Equine Dentist be recognised in the ANZSCO. Skills Insight also expects independent submissions from the racing and breeding industry will provide further detail.

Occupation background:

Horses have hypsodont teeth which emerge gradually through the gumline throughout the horse's life. Just like humans they have temporary teeth before the permanents emerge, but they behave very differently from human teeth (which are classified as brachydont teeth). Most dental knowledge traditionally has been based on brachydont tooth anatomy and physiology. Because small animals (dogs and cats) are the most common animals treated by the veterinary profession for dental disease that is where the training has been focused. Small animals have brachydont teeth. Veterinary dentistry was almost completely neglected by the veterinary profession until the 1990s when it was seen as a new profit centre for small animal clinics. In Veterinary Schools, equine dentistry is only taught at a basic level and does not include the use of mechanised instruments, just hand rasping. The concept of balanced occlusion is uncommon in veterinary schools.

There is now a Diploma of Equine Allied Health, which includes Equine Dental Technician as an occupation taxonomy. It requires three years of theoretical and practical classes and the treatment of over 200 horses under the supervision of a qualified equine dentist.

Equine Dentistry requires detailed knowledge of the anatomy and physiology of the horse, with specialist knowledge of the head and functional knowledge of teeth. Theoretical training includes pharmacological knowledge of sedatives and local anaesthetics (their use, contraindications, and drug interactions). Practical classes require students to develop a high degree of manipulative skill in managing a dangerous instrument inside the mouth, which is why practice is undertaken on over 200 horses before graduation. Many equine dental technicians have provided feedback that most veterinarians are not trained to the degree required for practising equine dentistry safely and effectively.

There are over one million horses in Australia, which require dentistry services every year. Operating equine dental technicians can engage with 10-15 horses per day and often cover large geographical areas to provide services. Stakeholders report that there is currently a shortage of equine dental technicians in Australia, which is exacerbating animal welfare issues.

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. The tasks, skills and knowledge in this occupation include:

- 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. Equine dental service providers must make referrals to registered veterinarians for work outside of their professional scope of practice.

Impact of not being recognised in ANZSCO: A stakeholder stated that: 'Even simple things like insuring our tools of trade is difficult as our industry is not recognised by insurers and other providers. With the NSW Veterinary Legislation up for review over the next 12 months and discussions currently being had about registration and licensing, it is really important that we are correctly represented as an industry, especially if qualified within Australia. Representation is for all members, qualified or not.'

Skills Insight comment: Skills Insight recommends identifying Equine Dental Technician and/or Equine Dentist in the ANZSCO, in line with stakeholder feedback. The ACM50521 Diploma of Equine Allied Health identifies Equine Dental Technician as an occupational outcome.

Evidence type/s: Mapping to vocational education qualification; stakeholder feedback, Racing jobs information online

Proposed category: Likely 399 Miscellaneous Technicians and Trades Workers, but requires further research/consultation

Skill level: Likely 2, but requires further research/consultation

Alternative title/s: Requires further research/consultation

Description: Requires further research/consultation

Specialisation/s: Requires further research/consultation

Stakeholders: Veterinary Advisory Services; Horse Safety Australia; Dressage Australia; individual from AFAM ITAC; individual Equine Dentist NSW

Occupation: Animal/Equine allied health professionals/Equine Massage Therapist

Description of stakeholder feedback:

Stakeholders recommend that Equine allied health professionals, Animal health professionals and/or Equine Massage Therapists be recognised in ANZSCO. For example, one stakeholder

queries 'Where are the specialists who work in allied health for animals? Acupuncturists, chiropractors, masseuses, Emit therapists, cyrotherapists, bowen therapists etc. etc.' Skills Insight also expects independent submissions from the racing and breeding industry will provide further detail.

Skills Insight comment: Skills Insight recommends identifying Animal/Equine allied health professionals such as Equine Massage Therapists in the ANZSCO, in line with stakeholder feedback. The ACM50521 Diploma of Equine Allied Health identifies Equine Massage Therapist as an occupational outcome. The qualification description is: 'This qualification describes the skill and knowledge for work activities undertaken by selected equine allied health providers. The job roles covered in this qualification are:

- equine dental technician
- equine massage therapist.

Equine allied health providers typically work autonomously as small business operators or may work as part of a management team.

Equine allied health providers must work within the legislative and regulatory requirements relevant to animal welfare, biosecurity, veterinary practice, and pharmacy, controlled drugs and use of prohibited substances. The scope of practice for equine service providers varies according to state/territory legislative and regulatory requirements.'

Evidence type/s: Mapping to vocational education qualification; stakeholder feedback, Racing jobs information online

Proposed category: Likely 399 Miscellaneous Technicians and Trades Workers, but requires further research/consultation

Skill level: Likely 2, but requires further research/consultation

Alternative title/s: Requires further research/consultation

Description: Requires further research/consultation

Specialisation/s: Requires further research/consultation

Stakeholders: Dressage Australia; Veterinary Advisory Services

Occupation: Bloodstock/Horse Sales Agent

Description of stakeholder feedback:

One stakeholder identified that the role of Bloodstock/Horse Sales Agent is missing from the ANZSCO. Similar to 611112 Stock and Station Agent for the agricultural industries, Bloodstock/Horse Sales Agents source horses for the racing industry. On racingjobs.com, the occupation of bloodstock agent is identified. [Bloodstock Agent - Racing Jobs](#)

Evidence type/s: stakeholder feedback, racing jobs information online

Skills Insight comment: This occupation does not map explicitly vocational education qualifications under Skills Insight's coverage. As such, we cannot make comment on stakeholder feedback.

Proposed category: Requires further research/consultation

Skill level: Requires further research/consultation

Alternative title/s: Requires further research/consultation

Description: Requires further research/consultation

Specialisation/s: Requires further research/consultation

Stakeholders: Dressage Australia

Occupation: Horse Trekking Guide

Currently in 452299 Outdoor Adventure Guides not elsewhere classified

Description of stakeholder feedback:

Horse Safety Australia was the main stakeholder that commented on separately identifying Horse Trekking Guide. Their comment:

'There is a need for recognised qualifications as required in Adventure Activity Standards for Trail Guides and SWA Guide.

'This name needs to be changed to Trail Guide. We need to make note there are well over 300 employed in Australia and so should be separated out to its own occupation.

'This is a significant occupation in the area of recreational riding; at a skill level of 4 (Certificate II or III). OR it could be a Statement of Attainment or skill set with focus units of competency included.... not the 2 years on the job training.'

Skills Insight comment: Due to the lack of consistency and lack of clear mapping to a vocational education qualification, Skills Insight cannot comment on this recommendation.

Stakeholders: Horse Safety Australia

Occupation group: Miscellaneous

Occupation: Diver (at supervisor level)

Description of stakeholder feedback: Stakeholder feedback from the Australian Diver Accreditation Scheme indicates that there should be a Supervisor occupation at ANZSCO level 2, with two specialisations:

- Onshore supervisor

- Offshore supervisor

Evidence type/s: stakeholder feedback

Stakeholders: Australian Diver Accreditation Scheme

Occupation: Tree worker

See details under question 10 > Occupation group: Arborist and tree worker.

351211 Butcher or Smallgoods Maker

Skills Insight comment: Stakeholder feedback indicates that this may be two separate occupations, but stakeholders have not explicitly recommended that this be split into two occupations. Skills Insight is concerned that a lack of clarity around the potential negative ramifications of such a change has created reluctance to make recommendations that would result in a more accurate classification of occupations in the Australian labour market.

Additional note: Stakeholder feedback received through the Food, Fibre, and Timber Industries Training Council (FFTITC) confirmed that the occupation is correctly described.

Evidence type/s: Stakeholder feedback

Senior Poultry Farm Worker

Stakeholder feedback: The Australian Chicken Meat Federation recommend separately identifying Senior Poultry Farm Worker (from 363299 Senior Livestock Farm Workers nec), believing that more than 300 people are employed in this role. Under Senior Poultry Farm Worker, there could be a specialisation for “chicken sexer (by cloacal method)” – this is a highly specialised role that requires 10+ years of training in order to achieve a rate of 1000+ birds per hour at an accuracy rate of 98%+. Most training is based overseas (particularly Japan, Korea, China) with industry-recognised training being recognised globally, and requires specialist bird handling skills.

Skills Insight comment: In the qualification Certificate III in Poultry Production, the occupation taxonomy in use is ‘Senior Poultry Hand’. Skills Insight expects independent submissions from the Australian Chicken Meat Federation will provide more detail.

Evidence type/s: Stakeholder feedback

Stakeholder: Australian Chicken Meat Federation

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.

Emerging occupation: Therapeutic Horticulturalist

Background: Therapeutic Horticulture Australia has made contact with Skills Insight regarding the lack of representation of Therapeutic Horticulturalists in the ANZSCO. As the connection with our work relates to the horticultural aspect of the occupation, we are including evidence in this round. The following evidence should be considered in combination with independent submissions including but not limited to a submission from Therapeutic Horticulture Australia.

In consultation with industry and based on independent research, Skills Impact (predecessor to Skills Insight) developed two nationally recognised training components in the area of Therapeutic Horticulture, which are publicly available on the national training register Training.gov.au. These components include a skill set – AHCSS000128 Design Brief for Therapeutic Horticulture Garden – and a unit of competency – AHCTHH401 Develop a therapeutic horticulture design brief. As is noted in the Skills Impact project page from the time of development: “One skill set has been developed to support landscape design within Australia’s burgeoning therapeutic horticulture sector. Allied health professionals who develop therapeutic horticulture programs are covered under the HLT Health Industry Training Package. This skill set captures the skills in design required to plan garden spaces in schools and aged care facilities to carry out these programs. <<https://www.skillsimpact.com.au/training-package-projects/landscaping-project/>>.”

Therapeutic Horticulturalist is differentiated from horticulture/gardening occupations through the application of mental and social health expertise. It is differentiated from existing complementary health occupations through the application of horticultural expertise.

In relation to this occupation, Skills Insight also notes the existence of additional training products in the higher education and non-accredited spaces. Notable examples are:

- VTP476 Introduction to Therapeutic Horticulture (VTP476 - 2023) | Charles Darwin

University (cdu.edu.au), which identifies the wide-ranging fields of practice under 'career opportunities'. This course is Northern Territory (NT) Government supported for NT residents.

- An ACFE funded pre-accredited training program available through CERES School of Nature and Climate. This is an introductory course to Therapeutic Horticulture. More information about pre-accredited training programs: <<https://www.vic.gov.au/pre-accredited-training-and-programs>>. Ceres course link: <<https://school.ceres.org.au/programs/introduction-to-therapeutic-horticulture/>>

Proposed new title: Therapeutic Horticulturalist

Proposed new alternative title: Horticultural therapist

Proposed category: Requires further research/consultation

Skill level: Requires further research/consultation

Alternative title/s: Requires further research/consultation

Description: Requires further research/consultation

Specialisation/s: Requires further research/consultation

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

Stakeholders: Therapeutic Horticulture Australia

Occupation group: Permaculture

Background: Permaculture Australia advises that there are no recognised occupations for the permaculture sector and therefore permaculture businesses must apply inappropriate ANZSCO codes such as Farm hand in workforce surveys.

Permaculture occupations recommended for recognition in ANZSCO:

- Permaculture Support Worker (AQF 1-2)
- Permaculture Project Supervisor (3)
- Permaculture Consultant (4-6)

The likelihood of someone with a Certificate IV or above who are self-employed or working as a consultant is high.

Skills Insight comment: Skills Insight's predecessor Skills Impact completed a project in 2022, which noted on its webpage: 'Skills in permaculture practices, organic production, soil health and waste management are in increasing demand as governments and consumers focus on sustainability and the circular economy. These production methods can improve the resilience of our food production systems, reduce waste and help get the most out of inputs. Consultation has taken place throughout this project to review and update the national qualifications and skills standards for work using the principles of permaculture, organic production and composting, so

that future learners can be equipped with the expertise to plan and design sustainable environments with a focus on how to provide for human needs in a way that works with nature's processes and ecology. Thanks to the contributions of all involved in this project, qualifications, skill sets and units of competency for permaculture (PER), organic production and composting were revised and updated to reflect the evolution of industry job roles and skills needs.'

'Permaculture support worker', 'Permaculture Project Supervisor', and 'Consultant and Designer' are in use in occupation taxonomy against Permaculture qualifications with the AHC Agriculture, Horticulture and Conservation and Land Management Training Package, in line with stakeholder feedback. Skills Insight has also used 'Permaculture Assistant' and 'Permaculture System Coordinator'. These are the occupations identified by Skills Insight against AHC10422 Certificate I in Permaculture, AHC21722 Certificate II in Permaculture, AHC33822 Certificate III in Permaculture, AHC42122 Certificate IV in Permaculture, and AHC52122 Diploma of Permaculture. Skills Insight recommends consideration be given to include these occupations identified as qualification outcomes inclusion in ANZSCO.

Attachments and appendices: Appendix 6: Permaculture Australia submission

Emerging occupation: Consulting Arborist

See details under question 10 > Occupation group: Arborist and tree worker.

Emerging occupation: Advanced Veterinary Nurse/Veterinary Technologist

Not currently in ANZSCO

Description of stakeholder feedback:

Advanced Veterinary Nurse/Veterinary Technologist should be introduced to the ANZSCO as these already exist in industry. This occupation is undertaken by nurses/technologists working in specialist referral practices and in emergency and critical care.

Skills Insight comment: Due to the lack of mapping to a vocational education qualification, Skills Insight cannot comment on this recommendation.

Stakeholders: Veterinary Nurses Council of Australia (VNCA) / National Industry advisory group for Veterinary Nurses (NIAG)

Proposed category: Requires further research/consultation

Skill level: Likely 1, but requires further research/consultation

Alternative title/s: Requires further research/consultation

Description: Requires further research/consultation

Specialisation/s: Requires further research/consultation

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

Emerging occupation: Laundry equipment technician

Stakeholder feedback: As submitted in an independent submission, LAA feedback is that there is a need for an occupation of Laundry Equipment Technician under major group 3. Skills Insight expects an independent submission from the Laundry Association Australia will provide further detail.

Skills Insight comment: This occupation does not map explicitly vocational education qualifications under Skills Insight's coverage. As such, we cannot make comment on stakeholder feedback.

Proposed category: Requires further research/consultation

Skill level: Requires further research/consultation

Alternative title/s: Requires further research/consultation

Description: Requires further research/consultation

Specialisation/s: Requires further research/consultation

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

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

Stakeholders have been identified at each occupation where they have provided input. Some stakeholders have engaged with Skill Insight without providing input to our submission. The full list of contacted stakeholders can be provided upon request.

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.

Request for Round 4 of the ANZSCO Review: better inform stakeholders of workforce implications

During industry consultation for this submission, Skills Insight heard from a range of stakeholders concerns over the potential unintended consequences that may arise from changes to the ANZSCO. While these stakeholders were aware of the stated implications of ANZSCO-related datasets (e.g. for education and training subsidies, skilled migration, etc.), many wanted to know explicitly how a change to any one ANZSCO occupation (e.g. skill level or category change) might impact on the likelihood of the occupation being eligible for specific benefits (e.g. being included on the Australian Apprenticeship Priority List). This was further complicated by a lack of knowledge over any time lags between an ANZSCO occupation being changed and its potential inclusion in government or Jobs and Skills Australia (JSA) data releases for Skills Priority Lists, etc.

To illustrate, industry feedback indicates that the occupation '351211 Butchers & Smallgoods Makers' is undertaken as two separate occupations.

The qualification 'AMP30815 - Certificate III in Meat Processing (Retail Butcher)' is appropriate for graduates who wish to become a butcher. This qualification is delivered as an apprenticeship.

The qualifications 'AMP31016 - Certificate III in Meat Processing (Smallgoods - Manufacture)' and 'Certificate III in Meat Processing (Smallgoods - General)' are appropriate for graduates who wish to become a smallgoods producer. These qualifications are delivered as traineeships.

'351211 Butchers & Smallgoods Makers' is on the JSA's 2023 Skills Priority List as an occupation in national shortage. It is also on the Skilled Occupation List to enable skilled migrant visas. It is also on the Australian Apprenticeships Priority List. The presence of Butchers & Smallgoods Makers on these lists is a reflection of the widespread workforce and skills shortages that face both occupations, and, accordingly, federal government prioritisation of them in support programs and policies.

However, industry are concerned that there may be negative consequences if they are separated into two occupations; for example, the meat processing stakeholders consulted believe that both occupations are in national shortage but are concerned that separating them could result in only one of those occupations being classed as 'in shortage' (with resulting implications for potential omission from the Skills Priority List, Skilled Occupation List, and Australian Apprenticeships Priority List).

Skills Insight, as a government-appointed Jobs and Skills Council focussed on workforce development, can advise on the *criteria* for inclusion on the above-stated lists; however, Skills Insight cannot provide guarantees that future data collection by ABS and JSA would result in the outcomes upon which stakeholders' recommendations would be contingent.

This should be a concern for the ABS insofar as stakeholder uncertainty may result in risk aversion such that change is avoided and the ANZSCO review is unable to improve the classification to reflect the real world of work.

Skills Insight note that it would be beneficial for ABS to provide stakeholders with clearer 'mapping' of the connections between the ANZSCO and datasets of national significance, and the implications of category or skill level changes – and what may be expected for occupations with new codes in relation to those national datasets (including time from creation to data collection). This may help to alleviate some stakeholders' concerns over the relative opaqueness of ANZSCO review consequences.

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.

Appendices

Appendix 1: Arboriculture Australia's occupations proposal

Submitted by Arboriculture Australia, 20 November 2023

Contact: Alex Wilson, Business Development Manager, Arboriculture Australia - alex.wilson@trees.org.au

Code & Occupation Title	Alternative Titles	Skill Level	Description
362511 Senior Arborist	AQF Level 5 Arborist Consulting Arborist Arboricultural Consultant Urban Forester Tree Manager	ANZSCO Skill Level 2 Associate Degree Adv. Diploma Diploma + 3yrs experience	Provides specialist assessment and advice on individual trees and tree management in urban and regional environments, including risk assessment, tree health and remediation, canopy management, species selection, data collection, regulatory compliance and site planning. Works with allied professionals such as architects, builders, engineers, planners, land managers, landscape architects, environmental consultants, certifiers, and determining authorities to manage trees and development
362512 Arborist	AQF Level 3 Arborist Operational Arborist	ANZSCO Skill Level 3	Maintains and cares for individual trees and shrubs in urban and regional environments by planting new trees, pruning and shaping branches, treating for pests and diseases, tree rigging, tree and stump

	Practising Arborist Utility Arborist EWP Arborist Climbing Arborist Environmental Arborist Works Coordinator Arborist Ground	Cert IV Cert III	removal, removal of decaying or dead wood, and advising on general tree care. Specialisations: climbing; ground-based tree work; operation of elevated work platforms; crane specialist; environmental arboriculture; works coordinator
NEW CODE Tree Worker	Utility tree worker	ANZSCO Skill Level 5 Cert II	Works under supervision with arborists and tree managers to maintain and care for trees and shrubs by pruning and shaping branches, treating for pests and diseases, removing decaying or dead wood, disposing of green waste, and maintaining site safety.

Appendix 2: Pet Pals submission



DOG TRAINING

www.pet-pals.net.au - Mob: 0416 971 05
'Training Dogs – Educating pet guardians

20th November 2023

My name is Adriana Milne and I'm a qualified force free professional dog trainer member of the following professional associations: PPGA, Delta Institute & APDT Australia.

I've worked in the Pet Industry for the past 22 years. I started Pet Pals in 2001 as a pet sitting / dog walking business and later on from 2009 after I've graduated from the Delta Society Australia course: Certificate IV Companion Animal Services - CGC Canine - I added dog training to my business and have been focusing in these services since 2021. I service the south eastern suburbs of Melbourne, Victoria.

We'd like to comment on the 'Skills Insight' submission for occupations under review by Industry area. Our area is Animal Care & Management.

At present there are few dog training professional associations with dog/ animal trainers as part of its membership base such as:

- PPGA – Pet Professional Guild Australia www.ppgaaustralia.net.au
- APDT – Association of Pet Dog Trainers Australia www.apdt.org.au
- Delta Institute – students who have completed the Cert IV Companion Animal Services course and the newly updated one: Cert IV in Dog Behavioural Training www.deltainstitute.edu.au
- IMDT Australia www.imdt.com.au offers a Certificate IV through AVT (Applied Vocational Training)
- Additional Australian course provider: Animals on Course <https://animalsoncourse.com.au>
They provide a Certificate IV in Animal Behaviour and Training

And then you have the volunteer dog trainers from the local obedience dog schools. It'd be hard to number how many of those are spread all over Australia. Their training is mostly 'in house' and they are not likely to have formal dog training qualifications.

I've researched the professional associations and their total membership numbers are:

PPGA membership numbers are:

Category levels:

- Dog Training professional members 213
- Dog Training associate members 58
- Dog Training provisional members 41
- Feline Training professional member 4
- Equine Training professional member 2
- Equine Training provisional member 1

Making a Total of 319

APDT Association of Pet Dog Trainers Australia membership numbers:

Category levels:

- Accredited Professional Dog Trainer 119
- Professional Dog Trainer 57
- Volunteer dog trainer (teaching @ dog clubs) 7

Making a Total of 183

Delta Institute membership numbers:

The Delta Institute is the Society's accrediting body for positive reward based trainers who have undertaken our professional nationally accredited training courses:

- The Certificate IV in Animal Behaviour and Training (2023 – onwards)
- The Certificate IV in Companion Animal Services (2005 - 2022)
- The Certificate IV in Dog Behavioural Training (1999 - 2004)
- AWL/Delta course - non accredited course (1995-1998)

Category level:

- Full member current dog trainers 108

IMDT Australia membership numbers:

Category level:

- Full member current dog trainers 112

TOTAL membership number of the 4 associations: 722 dog/ animal trainers in Australia.

The membership numbers quoted above were obtained by their respective membership Committee members.

QUALIFICATIONS:

The minimum qualification a dog trainer should have for entry level in this occupation should be a:

- Ideally a dog trainer should have the Certificate IV Companion Animal Services – Dog Training & Behaviour or equivalent combined with many hours of work experience under the supervision of a force free dog trainer
- Certificate II or Certificate I courses wouldn't cover in depth this vast field that encompasses many knowledge of different species, training methods, behaviour analysis, applied science, practical components, hands on experience and more.

DOG WALKERS:

It would be extremely hard to quantify how many dog walkers or pet sitters are in Australia.

Most of these service providers are unqualified.

You can find them in the Social Media pages offering their services, belonging to few of the animal / dog professional associations, in online business directories, in online platforms such as Mad Paws, Pet Cloud, Pawshake, Googling under 'Dog walking' or 'Pet sitting' under particular Postcode areas.

But there would be hundreds of these service providers all over Australia.

Surely well over 300 to constitute an occupation category on its own.

QUALIFICATIONS:

They should have a **minimum qualification of a Certificate III in Companion Animal Services.**

A Certificate II wouldn't provide enough skills for the professional to have enough knowledge to look after many different animal species and to look after them well.

Pet care requires a person who knows Pet First Aid, is an adult, has a license and a reliable car to drive them to their clients and who knows what to do in the case of an emergency involving the pet under their care so they can take pet to its local Vet. Has Public Liability Insurance and Police check.

These courses are provide by such educational organisations:

- TAFE system for e.g.: Box Hill TAFE – Victoria, Richmond TAFE NSW, Kangan TAFE
- Animals on [Course https://animalsoncourse.com.au](https://animalsoncourse.com.au)

I'd like to thank you for considering my input and I'd be available for any further questions you may have.

Adriana Milne

Pet Pals Dog Training www.pet-pals.net.au Mob: 0416 971 051

Dog podcast: 'Zoomies' on local community radio

Radio Carrum <https://radiocarrum.org/shows/zoomies>

Appendix 3: Pet Professional Guild Australia submission



PPG Australia is a membership organisation representing pet industry professionals who are committed to science-based, force-free training and pet care. We are an official branch of the Pet Professional Guild, a worldwide organisation committed advocating, educating and encouraging improvements in companion animal welfare through the use of fear free techniques.

We'd like to comment on the Skills Insight submission for occupations under review by Industry area.

At present there are few dog training professional associations with dog trainers as part of its membership base such as:

- PPGA – Pet Professional Guild Australia www.ppgaaustralia.net.au
- APDT – Association of Pet Dog Trainers Australia www.apdt.org.au
- Delta Institute – students who have completed the Cert IV Companion Animal Services course and the newly updated one: Cert IV in Dog Behavioural Training
 - www.deltainstitute.edu.au
- IMDT Australia www.imdt.com.au offers a Certificate IV through AVT (Applied Vocational Training)
- Additional Australian course provider: Animals on Course <https://animalsoncourse.com.au>
 - They provide a Certificate IV in Animal Behaviour and Training

Other dog training organizations that would have approved dog training courses and consequently graduated students that work in Australia as dog trainers are:

- KPA Academy
- CASI (Canadian based organization that offers Diploma levels and Certificate level Animal Training courses) but that has Australian students who have done those course, working as qualified dog trainers where they live in Australia
- Kepala

And you'd have hundreds of dog training schools in all state capitals and country towns

who run puppy school and dog training courses at their facilities.

They normally have their own facilities and use volunteer members as dog training instructors who may have or may not have formal qualifications. The numbers of these instructors would be very hard to quantify. Few of these dog training schools have their own instructors induction courses run by the more experienced school instructors.

The numbers of dog trainers in Australia belonging to these respective associations are:

PPGA Pet Professional Guild Australia - Category levels are:

- A Professional Full Member has a relevant qualification or relevant industry experience that can be verified during the PPGA Due Diligence process; is a business owner; has voting rights at the AGM. Must have a referral from a PPGA Professional Member in the
 - relevant category, or from a known force-free Australian trainer who has seen you working and can vouch for your technical and theoretical knowledge and expertise.
- An Associate Member has a relevant qualification or relevant experience that can be verified during the PPGA Due Diligence process, is not running a business, but is working as a trainer either for a business or in a volunteer capacity at a club or organisation. Has voting rights at the AGM.
- A Provisional Member is a student, trainee or business / employee without relevant qualification or experience. Does not have voting rights at the AGM.

PPGA membership numbers are

Category levels:

- | | |
|---------------------------------------|-----|
| • Dog Training professional members | 213 |
| • Dog Training associate members | 58 |
| • Dog Training provisional members | 41 |
| • Feline Training professional member | 4 |
| • Equine Training professional member | 2 |
| • Equine Training provisional member | 1 |

Total	319
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APDT Association of Pet Dog Trainers Australia membership numbers

Category levels:

- | | |
|--|-----|
| • Accredited Professional Dog Trainer | 119 |
| • Professional Dog Trainer | 57 |
| • Volunteer dog trainer (teaching @ dog clubs) | 7 |

Total 183

Delta Institute membership numbers

The Delta Institute is the Society's accrediting body for positive reward based trainers who have undertaken our professional nationally accredited training courses:

- The Certificate IV in Animal Behaviour and Training (2023 – onwards)
- The Certificate IV in Companion Animal Services (2005 - 2022)
- The Certificate IV in Dog Behavioural Training (1999 - 2004)
- AWL/Delta course - non accredited course (1995-1998)

Category level:

- Full member current dog trainers 108

IMDT Australia membership numbers:

Category level:

- Full member current dog trainers 112

SUMMARY: So adding PPGA, APDT & Delta Institute membership numbers you have a total of 722 dog trainers in Australia covered by these 4 professional associations. The membership numbers quoted above were obtained by their respective membership Committee members.

QUALIFICATIONS:

The minimum qualification a dog trainer should have for entry level in this occupation should be a:

- Certificate III in Companion Animal Services – Dog Training & Behaviour or equivalent combined with many hours of work field experience under the supervision of a force free dog trainer
- Ideally a dog trainer should have the Certificate IV Companion Animal Services – Dog Training & Behaviour or equivalent combined with many hours of work experience under the supervision of a force free dog trainer
- Certificate II or Certificate I courses wouldn't cover in depth this vast field that encompasses many knowledge of different species, training methods, behaviour analysis, applied science, practical components, hands on experience and more.

We'd like to thank you for this opportunity to offer our input in this skills review and we'd be available for any future contact as below:

Sarah Campbell

PPGA President
E-mail: president@ppgaustralia.net.au

Appendix 4: Deck Hand Position Description – supplied by Sea Harvest

POSITION DESCRIPTION

POSITION DETAILS	
Position Title	Deckhand
Division	WA Fishing Operations
Business Unit / Section	Prawn Trawl / Fish Trawl / Spanish Mackerel
Location	Carnarvon / Exmouth / Pilbara
Employment Status	Permanent Full-Time
Reports to	At-Sea: Vessel Master Onshore: Operations Manager or Designated Person Ashore
Number of Direct Reports	Nil

POSITION SUMMARY
A Deckhand's primary role is to catch, sort and process prawns, fish and other related by-catch, onboard Sea Harvest owned fishing vessels. Secondary is the requirement to assist with vessel maintenance / refit, watch-keeping, re-fuelling, cooking and cleaning and as required.

KEY RESPONSIBILITIES /DUTIES		
	Responsibilities	Duties
1.	Health Safety Environment Quality	<ul style="list-style-type: none"> ▪ To undertake safety inductions, perform emergency drill training, seek to understand the vessel's Safety Management System and abide by all the policies and procedures contained within. ▪ To take reasonable care for your own safety & health at work & to avoid harming the safety & health of other people. ▪ To present for work in a condition in which you are able to carry out your work in a fit and proper manner. ▪ To report hazards that pose imminent & serious risk to the health & safety of self and co-workers. ▪ To use machinery & equipment only as instructed. ▪ To immediately report accidents & near misses to the vessel Master or First Mate. ▪ Commit to the sustainable use of natural resources ▪ Limit impact to the environment ▪ Handle, pack and store seafood products that meet Sea Harvest quality standards
2.	<i>Role Specific</i>	<ul style="list-style-type: none"> ▪ Attach gear and fasten towing cables to nets. ▪ Assist with lowering nets into the water.

		<ul style="list-style-type: none"> ▪ Assist with the hauling in of fishing gear and remove unwanted by-catch. ▪ Sort, clean, preserve, stow and refrigerate catch. ▪ Repair and store nets or lines and assist in the operation and maintenance of the vessel and equipment. ▪ Undertake Watch-keeping duties in strict accordance with the vessel Master’s Standing Orders. ▪ Preparation of meals. ▪ Assist with unload of catch. ▪ Perform routine maintenance and checks on deck equipment, rigging, life-saving and fire-fighting equipment. ▪ Clean, remove rust, treat and paint decks, sides and superstructures. ▪ Handle ropes and wires and operate mooring equipment when berthing. ▪ Assist with vessel re-fuelling as required ▪ Assist with provisioning the vessel with necessary victual stores such as food, water and incidentals ▪ Assist with provisioning the vessel with necessary consumables and equipment such as packaging and storage tubs ▪ Assist with internal vessel housekeeping, cleaning and maintenance as required
		All other additional tasks that may be assigned by the Master from time to time, within the Deckhand’s scope and capabilities.

WORKING RELATIONSHIPS & AUTHORITY	
Internal Relationships	<ul style="list-style-type: none"> ▪ Vessel Masters ▪ Vessel Crews ▪ Designated Person Ashore ▪ On-shore support staff ▪ Payroll Department
External Relationships	<ul style="list-style-type: none"> ▪ Freight companies
Delegated Authority	<ul style="list-style-type: none"> ▪ Nil

WHO WE ARE	
Our Vision	To be a leading and responsible diversified global seafood and agri-business.
Our Mission	To responsibly harvest, source and add value to natural and other resources in a way that exceeds stakeholder expectations, while providing sustainable employment and positively impacting the communities in which we operate and the stakeholders we serve.

Our Values	<ul style="list-style-type: none"> ▪ We do what we say ▪ We act responsibly ▪ We respect diversity ▪ We are passionate about our business ▪ We savour the sea and shore
Our Commitment to Socially Conscious and Ethical Business Practices	<p>Our pledge to fair labour practices, social upliftment, employment equity and well-being, transformation and environmentally sustainable and ethical business practices will remain unwavering in all we do.</p> <p>One of our primary drivers is to play an active role in empowering marginalised and disadvantaged groups and individuals.</p>

SELECTION CRITERIA			
		Essential	Desirable
1.	Knowledge	<ul style="list-style-type: none"> ▪ Sound knowledge of prawn and fish species ▪ Intermediate knowledge of at-sea seafood processing procedures and practices ▪ Shipboard safety at-sea 	<ul style="list-style-type: none"> ▪ Basic watchkeeping rules and practices ▪ Net mending techniques ▪ Rope splicing techniques
2.	Competencies	<ul style="list-style-type: none"> ▪ Good organisational and time management skills ▪ Able to work within a team and occasionally unsupervised ▪ Strong work ethic ▪ Enthusiastic 	<ul style="list-style-type: none"> ▪ Advanced net mending capability ▪ Advanced rope splicing capability ▪ Unaffected by sea-sickness
3.	Qualifications	<ul style="list-style-type: none"> ▪ An overall IELTS score of 4.5 (482 visa only) ▪ Demonstrated evidence of sea-safety and rescue certificates ▪ Current Workplace First Aid certificate 	<ul style="list-style-type: none"> ▪ STCW watchkeeping and radio operators qualification ▪ Completion of year 10 high-school ▪ Minimum of 5 years education taught in English ▪ Forklift Ticket
4.	Experience	<ul style="list-style-type: none"> ▪ Minimum of 3 years previous relevant experience in commercial fishing as a Deckhand, evidenced by a sea-time logbook or similar 	

PHYSICAL REQUIREMENTS

Core Hours of Duty	As required to meet operational demands, with minimum rest periods to assist fatigue management.
Physical Demands	Ability to lift objects weighing between 25-30kg. Spending extended periods of time with limited personal space Ability to ascent and decent stairs or ladders whilst transporting tools and objects Ability to work in rough seas

OFFICE USE / ADMINISTRATION	
Revision Number:	1
Revision Date:	6 December 2022
Approved by:	Daryl Elmer / General Manager Fishing Operations
Date Approved:	6 December 2022

Appendix 5: Forest and Wood Products - proposed occupations

Major Group 1: Managers

Occupation	Description	Skill Level	Specialisations
133511 Forest Manager	A Forest Manager is responsible for managing the production activities within a forestry operation. Their role includes strategic planning and implementation, operational management, cost and production output monitoring, communication and coordination with other managers and stakeholders regarding production matters, and efficient allocation and utilisation of physical and human resources.	Skill Level: 1 A bachelor degree or higher qualification. At least five years of relevant experience may substitute for formal qualification.	<ul style="list-style-type: none"> • Forest Logistics Manager (NZ) • Forestry Contractor (should be removed as is covered by Harvest Manager and Forestry Operations Manager) • Harvest Manager (Forestry) • Forest Operations Manager • Forest Nursery Manager

Major Group 2: Professionals

Occupation	Description	Skill Level	Specialisations
234113 Forester	A Forester is responsible for developing management plans for public and private forests, addressing economic, recreational, and conservation objectives. Depending on their employing organisation, they may also conduct research and provide specialised advice on forest management and conservation.	Skill Level: 1 A bachelor degree or higher qualification.	<ul style="list-style-type: none"> • Forestry Adviser / Consultant • Forest Scientist / Research Forester

	<p>In this role, they may undertake various activities, including:</p> <ul style="list-style-type: none"> • Developing effective techniques to enhance forest productivity, sustainability, and health • Creating plans to mitigate the impact of natural disasters such as fires, floods, and droughts on forests, and address issues related to soil erosion, pests, and diseases. • Creating plans for forest management and operations, which may include silviculture, pest and disease management, forest production, harvesting, haulage, road construction, reforestation, and/or regeneration activities. • Conducting timber inventories to assess the type, quantity, and location of standing timber, determining its value, and negotiating procurement contracts. • Overseeing human resource functions and managing financial operations. • Maintaining organisational policies and processes to comply with environmental, safety, and quality standards and regulations. • Using specialised software applications for tasks such as project management, inventory control, financial planning, and supply chain management to optimise forest operations. 	<p>At least five years of relevant experience may substitute for formal qualification.</p>	<ul style="list-style-type: none"> • Forest Engineer (Forest Silviculture/ Plantation Establishment / Planning / Resource Management / Forest Roding) Haulage and Sales Forester • Environmental and Certification Forester • Fire Protection Forester
<p>Forest Officer</p>	<p>A Forest Officer is responsible for coordinating, or assisting in the coordination of, forest management operations, activities and programs. This includes organising, scheduling, and supervising employees and contractors. In this role, they are also tasked with monitoring and ensuring compliance with relevant environmental, cultural heritage, safety, and quality regulations and standards. Their tasks may also include:</p>	<p>Skill Level: 2 Advanced Diploma or Diploma. At least three years of relevant experience</p>	<ul style="list-style-type: none"> • Silviculture Coordinator / Supervisor • Harvest Coordinator / Supervisor • Land Management Coordinator /

	<ul style="list-style-type: none"> • Developing and maintaining relationships with a diverse group of stakeholders, such as traditional communities, recreational forest users, and those involved in controlled burning activities. • Monitoring contracts and performance against contractual obligations. • Participating in bushfire suppression and prevention, including the execution of planned burns. 	may substitute for the formal qualifications listed above.	Supervisor <ul style="list-style-type: none"> • Roding and Civil Infrastructure Coordinator / Supervisor
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Major Group 3: Technicians and Trades Workers

Occupation	Description	Skill Level	Specialisations
363113 Forestry Crew Supervisor Alternative Title: Crew Leader Leading Head	A Forestry Crew Supervisor leads crews of harvesting or silvicultural workers. Their responsibilities include planning daily operations in conjunction with forest/harvesting managers, leading, motivating and supervising teams and individuals, organising training, and managing on-site health and safety management. They handle day-to-day challenges, such as machinery breakdowns, and ensure compliance with safety and environmental protocols. A key aspect of their role is to ensure the production of quality products and services safely and efficiently.	Skill Level: 3 Certificate IV or Certificate III including at least two years of on-the-job training.	Timber Harvest Crew Leader Woodchipping Crew Leader Silviculture Crew Leader

Major Group 7: Machinery Operators and Drivers

Occupation	Description	Skill Level	Specialisations
721112 Forestry	A Forestry Machine Operator operates specialised, often computerised, machinery to fell trees, process them into wood	Skill Level: 4 Certificate II or	<ul style="list-style-type: none"> • Forwarder Operator • Skidder Operator

Machine Operator	chips, cut logs to length, and move, transport and load log and wood chip products onto trucks. The machinery operated includes skidders, bulldozers, feller bunchers, chippers, mechanical harvesters, forwarders, excavators, loaders, and heavy articulated vehicles. This work is integral to both timber production and forest conservation. These operators may also assist in post-fire clean-up operations, using the same equipment.	III	<ul style="list-style-type: none"> • Harvester Operator • Loader Operator • Cable Logging Operator • Mechanised in-field Woodchipper Operator • Mechanised In-Field Flail Operator • Excavator Operator • Bulldozer Operator
Alternative titles:			
Harvesting Machine Operator			
Machine Operator (Forestry)			

Major Group 8: Labourers

Occupation	Description	Skill Level	Specialisations
843111 Forestry Worker	<p>A Forestry Worker carries out various tasks associated with the management of plantations and private native forests designated for production. Their duties include track maintenance, tree planting and care, seedling survival surveys, cone/seed collection, and pest and weed control. They use tools such as chainsaws and brush cutters and may also be involved in chemical applications. Additional responsibilities may include:</p> <ul style="list-style-type: none"> • Measuring and recording data for maintaining and enhancing the health and productivity of forested areas. • Engaging in fire prevention, control, and suppression activities. • Assisting with the construction and maintenance of forest roads. 	<p>Skill Level: 4 Certificate II or III</p>	<ul style="list-style-type: none"> • Silviculture Worker • Tree Planter • Tree Pruner • Pest and Weed Controller (Forestry) • Farm Forestry Worker • Firefighter

Appendix 6: Permaculture Australia submission



Review of ANZSCO codes 2023

Permaculture Occupations

Permaculture International Ltd trading as Permaculture Australia (PA) is a registered charity and environmental organisation, and the national member-based permaculture organisation in Australia. Permaculture Australia represents hundreds of individual, professional and organisational members from across Australia and internationally, including graduates, teachers and students of vocational training in permaculture (VET permaculture).

As the national peak body for permaculture, PA also supports the nationally accredited vocational training in permaculture. VET Permaculture pulls together skills from a range of other disciplines and provides graduates for employment in the following industries:

- Horticulture
- Conservation and ecosystem management
- Farming and agriculture, including regenerative agriculture
- Landscape design and landscaping
- Permaculture inspired business and retail
- Natural area and ecology rehabilitation, and
- Sustainable building design and construction.

It has long been an issue for the permaculture industry to see itself reflected in ABS and other data, because very few if any job titles include the word **permaculture**.

With over 20 years of Vocational Education and Training in Permaculture encompassing levels 1-6 of the AQF, and a well-recognised identity in the Agriculture sector (as well as other sectors where our graduates often end up), we believe that it is long overdue for permaculture to feature in the ANZSCO codes in a similar way to Allied Health modalities – for example, there are codes for Osteopath, Acupuncturist, Homoeopath, Naturopath, but it is very difficult to find a code in the Agricultural sector that adequately covers the holistic nature of permaculture. We find ourselves trying to define ourselves with occupations such as Mixed Production Farmer.

The holistic nature of Permaculture means that all permaculture jobs stray beyond the simple farming occupation to some degree, many are more closely aligned to community work, but they are all related to Permaculture and to the [Vocational Qualifications in Permaculture](#) that have existed for more than 20 years.

We therefore propose that three occupations be added to the ANZCO codes:

- **Permaculture Support Worker**
- **Permaculture Project Supervisor**
- **Permaculture Consultant**

Permaculture Australia would be happy to discuss and develop this submission and hope that this is enough information at this point in the review.

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