

# Submission to OSCA Maintenance Strategy Questionnaire, 31 March 2025

## **Are there any other components which should underpin the maintenance of OSCA?**

Alignment with other government-funded frameworks and resources (such as the National Training Register, [training.gov.au](http://training.gov.au)) would ensure greater clarity and consistency for the population:

For example, the Australian Qualifications Framework (AQF) is used to determine the skill levels of occupation-related qualifications based on extensive industry engagement. The OSCA skill level is determined in many cases to be different from the AQF level of the occupation-relevant qualification. This means there are two national frameworks providing conflicting skill level information (note: the AQF level of a qualification makes no claim as to whether the qualification is required or not - it simply determines workplace skills standards).

Misalignments between AQF qualifications - which determine the skill level required to competently undertake tasks in the workplace - and the OSCA skill level (which has a near-identical definition) create stakeholder confusion and the inconsistent provision of funding and incentives to address occupations in shortage.

Greater harmonisation among national data infrastructure could be extremely beneficial for the economy and the efficiency and effectiveness of associated administrative responsibilities.

## **What are the impacts of the proposed timing for you or your organisation?**

The staged implementation of OSCA in national data collections entails gaps, inconsistencies and complications when constructing profiles of the workforce.

As a Jobs and Skills Council, Skills Insight need to work with both new and existing data releases, some of which will be published using different versions of the ANZSCO/OSCA. This means extra work for coding and categorising downloaded data because of having to reference multiple 'master lists' to aggregate 'our' occupations.

It also means having to 'map' across versions of the occupation frameworks so that occupation profiles we compile are able to draw upon multiple data sources in which they may have different titles, descriptions, and skill levels.

### **Which updates to OSCA do you expect to implement in the next 5 years?**

Update 1, Update 2, Update 3

### **What are the barriers to implementation of OSCA updates within your organisation?**

We are a data user, not collector, so our organisation faces the challenges detailed in the previous answer. These will likely entail gaps, inconsistencies and mapping challenges when trying to maintain and update the data we download and present through dashboards on our website. There will be some technical and resource challenges.

### **Are there any other factors which should be included within the prioritisation framework?**

As in our first answer, harmonisation of national frameworks that support data used by governments to make critical decisions on occupation shortages should be considered.

While the next point may be covered by national importance, it is worth highlighting that workplace safety should be considered a priority - i.e. the more dangerous the work, and greater the rate of workplace accidents and deaths, the higher priority the changes should be (as decisions may rely on the accurate categorisation of the occupation).

### **Do you have any other comments about the OSCA maintenance strategy?**

As a Jobs and Skills Council, Skills Insight are willing to engage at every stage of the maintenance strategy and provide constructive input and feedback.



Skills Insight is a Jobs and Skills Council funded by the Australian Government Department of Employment and Workplace Relations.