



OSCA

Occupation Standard Classification for Australia

Occupation Classification

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Occupation Data

OSCA is the national reference for a wide range of users



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Occupation Classification

Background to Occupation Classifications

- First released in 1966 as the Classification and Classified List of Occupations
- The Australian Standard Classification of Occupations was introduced in 1986.
- The Australian and New Zealand Standard Classification of Occupations (ANZSCO) was a skill-based classification used to categorise all occupations in the Australian and New Zealand labour markets.
- ANZSCO was created in 2006, and had only minor updates between 2009-2022
- ANZSCO 2022 mostly reflected the original 2006 version, which was based on the 2001 labour force.
- OSCA was released in December 2024

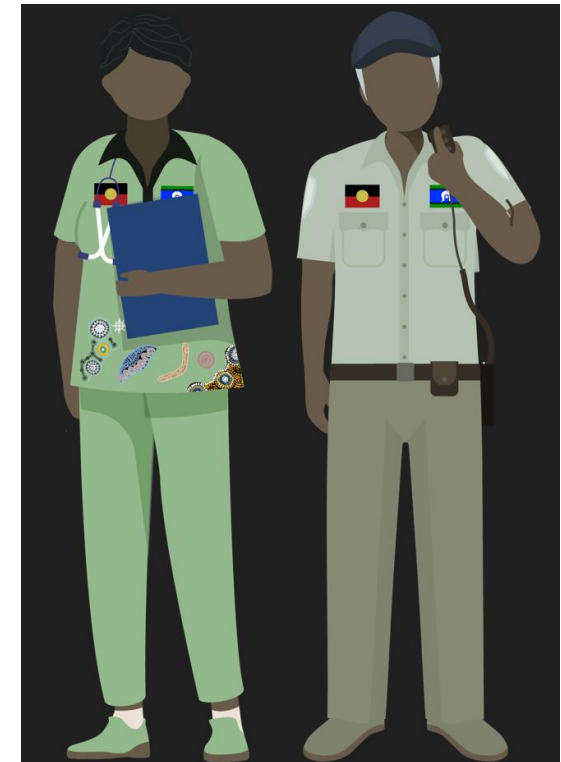


What has changed?

- Changed name from ANZSCO to OSCA
- Reviewed all 1,076 ANZSCO occupations
- Split / merged / added / retired occupations
- Created ~300 occupations
- Retired ~220 occupations
- Updated principal titles, alternative titles, specialisations
- Reviewed lead statements
- Updated skill levels
- Added tasks to describe every occupation
- Formulated a new classification structure
- Changed codes for every occupation (OSCA codes typically have a '3' as the 5th digit, ANZSCO had a '1' in the 5th digit)

Key benefits

- OSCA much more accurately reflects the labour market of 2024
- Addition of main tasks to better describe occupations
- Removal of outdated terminology
- Improved coverage of Aboriginal and Torres Strait Islander occupations
- Removal of gendered language
- Improved coverage of female-dominated occupations



What has not changed?

- OSCA remains a skill-based classification, defined by skill specialisation and skill level
- OSCA has the same levels of hierarchy, 8 Major Groups and 5 skill levels
- About 1/3 of occupations from ANZSCO had no changes (except adding main tasks)
- OSCA follows the same principles for statistical classifications, including mutual exclusivity of occupations, exhaustiveness and statistical balance
- Occupations contain a minimum of 300 employed persons

Level of the classification	Ideal size range
Major Group	500,000 to 1,500,000
Sub-major Group	100,000 to 300,000
Minor Group	50,000 to 150,000
Unit Group	5,000 to 30,000
Occupation	300 to 10,000
Specialisation	At least 50

- Each occupation in OSCA has a skill level assigned.
- The skill level describes the general requirements for the occupation but does not specify particular qualifications or entry pathways. The five skill levels are:

Skill level 1

Bachelor Degree, higher qualification or at least five years relevant experience

Skill level 2

Associate Degree
Advanced Diploma,
Diploma or at least three
years relevant
experience

Skill level 3

Cert III with two years
on-the-job training, Cert
IV or at least three years
of relevant experience

Skill level 4

Cert II, Cert III or at
least one year of
relevant experience

Skill level 5

Cert I or compulsory
secondary education

Maintenance Strategy

- In July 2025 we released an [OSCA Maintenance Strategy](#)
- The strategy includes minor updates to OSCA in 2027 and 2029, which only change the 6-digit occupation level
- Then a major (structural) update in 2030, which will be used for Census 2031
- Work is underway on updates for the 2027 release
- Currently undertaking public consultation until 24 April on suggested changes and meeting with stakeholders



How to make a submission

- Via the ABS Consultation Hub: consult.abs.gov.au
- Review the changes we've evaluated since the release of OSCA24
- Scope of the OSCA27 update is on occupations:
 - not accurately described
 - that should be separately identified
- Note: changes which mean moving occupations between the different levels of the classification (major groups, sub-major groups, minor groups etc) are only planned to be introduced every 5 years
- Provide us with supporting documentation and information



What to include in your submission

What makes a good submission

- Be able to demonstrate it meets thresholds
- Demonstrate the skill level of occupations, particularly if you would like new occupations introduced
- Describe the tasks. If you are asking for new occupations, provide information on how the tasks are different from other occupations
- Why is this important to you? Is it important to anyone else?
- If known, tell us where the occupation currently sits in OSCA
- If known, provide information of independent data sources we can reference
- If known, provide us with other labels used to describe the new occupation



Questions?

