



Australian Government



Australian
**Small Business and
Family Enterprise**
Ombudsman

25 March 2022

ANZSCO Maintenance
Australian Bureau of Statistics
Locked Bag 10
Belconnen ACT 2616

via: anzSCO.maintenance@abs.gov.au

Dear Sir/Madam

Updating the Australian and New Zealand Standard Classification of Occupations

We welcome the opportunity to comment on the proposed updates to the Australian and New Zealand Standard Classification of Occupations (ANZSCO). The ANZSCO is a key data set that can have a significant impact on small business, in particular, operators looking to engage staff through skilled migration programs. To best inform government policy settings and programs as we recover from the pandemic it is crucial the skill classifications in ANZSCO accurately reflect small business job requirements. To assist the functionality of the ANZSCO for small business we make the following comments.

- 1. Increased dynamicity of the ANZSCO.** To ensure the skills assigned to occupations remain relevant for small business operators we encourage the ABS and Stats NZ to consider the frequency of which updates are made to the ANZSCO. As highlighted in the skills problem statement the pace of movement in the labour market and changes to skill means many occupations within ANZSCO do not reflect the current labour market. We expect this issue to be further exacerbated as small businesses continue to adapt to rapidly changing customer behaviours and an increased demand for a digital presence. With this growing demand for digital skills in Australia we recommend the ABS and Stats NZ consider engaging collaboratively with organisations such as the Digital Skills Organisation to ensure future updates to the ANZSCO effectively capture the broad range of these skills.
- 2. Changes to training and education.** With an increase in recognition of micro-credentials and 'on-the-job training' we strongly support the ABS working to ensure the ANZSCO accurately reflect the changes to training and education requirements. The accurate reflection of these requirements is crucial to assist small business in accessing the appropriate labour market.
- 3. Small businesses need clarity.** We recommend consideration be given to the aligning of language used to describe tasks with the Australian Skills Classification. This classification provides small business operators with 'common language' descriptions of skills and tasks to allow for clarity of transferability of skills between jobs. It is important that where possible the language used to describe skills be consistent across these key information sources.

Thank you for the opportunity to comment. If you would like to discuss this matter further, please contact Mr Cameron Dyson-Smith on 02 5114 6105 or at Cameron.Dyson-Smith@asbfeo.gov.au.

Yours sincerely

The Hon. Bruce Billson
Australian Small Business and Family Enterprise Ombudsman

T 1300 650 460 E info@asbfeo.gov.au
www.asbfeo.gov.au

Office of the Australian Small Business and Family Enterprise Ombudsman
GPO Box 1791, Canberra City ACT 2601