Mining and
Automotive
Skills Alliance

Submission

Round 4 of the Australian and New Zealand Standard Classification of Occupations (ANZSCO) consultation

Submitted via updating.anzsco@abs.gov.au

6 September 2024

Friday, 6 September

Australia's Mining and Automotive Skills Alliance
Level 2, 180 Flinders Street
MELBOURNE VIC 3000

Dear Australian Bureau of Statistics,

Subject: ANZSCO round 4 consultation

Thank you for the opportunity to provide feedback on round 4 of your consultation on ANZSCO. We appreciate that this is the final round of consultation on the complete set of proposed changes to ANZSCO's classification structure, following earlier rounds of consultation. However, we wish to clarify that Australia's Mining and Automotive Skills Alliance (AUSMASA) did not participate in earlier rounds as we were still in our establishment phase. This submission document and our answers to each specific consultation question (see Appendix 1) therefore represent our feedback on the full scope of changes that make up this final round of consultation.

Who we are and what we do

AUSMASA was established as the Jobs and Skills Council (JSC) responsible for Australia's mining and automotive industries in 2023. With a combined workforce of approximately 632,700 workers, our industry coverage spans the entire mining division (including oil and gas extraction) and several automotive divisions within the Australian and New Zealand Standard Industry Classification (ANZSIC) (see Appendix 2).

As a JSC, we bring together employers, unions and governments in a tripartite arrangement to find solutions to skills and workforce challenges in our industries, while considering the needs of related ones as well. A key focus of this work involves ensuring that the vocational education and training (VET) system is fit for purpose for learners, employees, and employers. As part of this, we are responsible for the following nationally recognised training packages that we also report on using data from the National Centre for Vocational Education Research (NCVER):

- AUM - Automotive Manufacturing

- AUR - Automotive Retail, Service and Repair

- RII - Resources and Infrastructure Industry

AUSMASA also recognises the evolving demands of climate change and the transition to net zero as significant opportunities and challenges for our automotive and mining industries. This is why we prioritise responding to public consultations on this and other similarly important issues.

Basis for ANZSCO round 4 submission

Based on our remit and this consultation's scope, our submission primarily focuses on the automotive industry and the implications of the proposed changes to ANZSCO for it. This is because the number and nature of these changes are more relevant and significant to our work as a JSC, we have a greater interest in proposing changes to ANZSIC with respect to the mining industry, and overall, we do not have any substantive comments on the minor title changes proposed for some ANZSCO mining occupations. Further, the proposed changes to automotive occupations have inter-industry implications for the mining industry, due to its reliance on some automotive occupations for repairing and maintaining trucks and other mobile plant equipment.1 To this end, we also wish to note that our automotive Strategic Workforce Advisory Panel, which brings together key industry stakeholders under our tripartite structure, endorsed this submission.

Changes to ANZSCO that we largely support

AUSMASA supports most of the proposed changes to ANZSCO's automotive occupations, namely: changing '321211 Motor Mechanics (General)' to '321215 Automotive Technician (General)'; '321213 Motorcycle Mechanic' to '321213 Motorcycle Technician'; and, changing '321212 Diesel Motor Mechanic' to '321221 Diesel Technician'. For some time, the industry has highlighted that the term 'mechanic' perpetuates outdated and inaccurate views that can negatively affect candidate recruitment.2 Unfortunately, however, '324111 Panelbeater' is also outdated and remains unchanged – we understand industry would prefer a title like 'Vehicle Body Repair Technician'. In addition to these proposed changes, AUSMASA also supports the introduction of '321216 Marine Technician' as another, dedicated automotive occupation.

Key change to ANZSCO that we do not support

AUSMASA does not support the proposed addition of 'Electric Vehicle Technician' as a specialisation to the '321111 Automotive Electrician' occupation. First and foremost, this is because specialisations do not provide a unique 6-digit occupation code to support tracking and reporting on electrification at an inter-industry, within-industry, or across-occupation level – when electrification is a key challenge and opportunity for our industries as they shift to repair and maintain light EVs and electrify trucks and mobile plant equipment.3 As a result, we could only track VET student commencements, enrolments, and completions using NCVER data on courses like the Certificate III in Automotive Electric Vehicle Technology and its associated skillsets – with no ability to link or compare these to EV technicians in the workforce using ANZSCO. We believe that ANZSCO should instead adopt at least one dedicated 6-digit code for EV technicians.

At the same time, we could not track or report on EV technician apprentice commencements, enrolments, and completions under the proposed changes due to NCVERs use of the ANZSCO structure. One consequence of this is that we could not measure the success (or otherwise) of policies designed to increase the size of the clean energy workforce by bolstering apprenticeship

numbers. For example, we consider the Australian Government's New Energy Apprenticeships Program will likely increase the number of EV technicians through payments at course commencement, at the end of each year of study, and again at course completion.4 However, the Program supports 29 courses captured by the existing '321211 Motor Mechanic (General)' occupation, including Certificate III in Automotive Electric Vehicle Technology and Certificate III in Light Vehicle Mechanical Technology, which also has scope to cover EVs.5 Due to this and the proposed addition of 'Electric Vehicle Technician' as a specialisation only, we will not be able to separate EV apprentice technicians from all other apprentice technicians using this NCVER data.

Our final concern with adding 'Electric Vehicle Technician' as a specialisation to the '321111 Automotive Electrician' occupation relates to its suitability. In reality, automotive technicians (or motor mechanics) typically service and repair EVs, with New South Wales seeking to introduce new repair and licensing classes for light and heavy EV technicians based on Certificate III in Automotive Electric Vehicle Technology and its associated skillsets.[6] Since this ANZSCO proposal is specific and limited to '321111 Automotive Electrician', New South Wales' approach will not align with this ANZSCO occupation, which could inaccurately capture technicians who specialise in EVs or lead to their misclassification as '321215 Automotive Technician (General)' – artificially skewing data based on ANZSCO by comparison. Lastly, the repair and maintenance of EVs can include a range of tasks involving brakes, suspension, and other mechanical systems that better align with the work of automotive technicians than that of automotive electricians.

Taken together, we consider that these issues with adding 'Electric Vehicle Technician' as a specialisation solely to the '321111 Automotive Electrician' occupation will limit and potentially compromise our annual cycle of workforce plans and related work that we must complete as a JSC. Admittedly, uptake of the VET sector's primary pathways for EV technicians – the Certificate III in Automotive Electric Vehicle Technology and its associated skillsets – remains low as EVs only comprise about 1% of the total vehicle fleet.[7] However, even the most conservative projections suggest EVs will comprise close to 10% of the total fleet by 2030, equating to at least 2 million vehicles.[8] This is likely to lead to considerable demand for new, EV-dedicated technicians and retraining within the existing workforce, which we will not be able to track accurately or report on under the proposed changes to ANZSCO. For these reasons, we propose that ANZSCO adopt at least one dedicated 6-digit code for EV technicians.

Should you wish to discuss this further, please contact Sam Hughes, Senior Research and Policy Adviser, at sam.hughes@ausmasa.org.au.

Yours sincerely,

Dr Gavin Lind

Chief Executive Officer

References

Australia's Mining and Automotive Skills Alliance. (2024). *Industry Workforce Plan - Moving Ahead Together.* Retrieved from Australia's Mining and Automotive Skills Alliance: https://ausmasa.org.au/media/5vxngfo2/ausmasa-industry-workforce-plan- 2024.pdf

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_changes_to_motor_repair_classes_May_2024_-_Updated_-_Accessible.pdf

Consultation question responses

Questions 1–7

Contact information was provided but it is not summarised here.

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8. How do you or your organisation intend to use the classification?

a. Please indicate which levels of the classification hierarchy you use and why (i.e. major group, sub-major group, minor group, unit group, occupation level)

b. Please describe any constraints to your usage in relation to the specific segment or level of the classification you use (i.e. a particular sub-major group)

As a JSC, AUSMASA primarily needs to use ANZSCO for workforce planning, submitting on policy proposals, other consultations, and for internal briefings. For this work we use ANZSCOs unit group and occupation levels cross-tabulated using Industry of Employment (INDP) and Occupation (or OCCP), as we need to differentiate between each as certain occupations may not be industry-specific or may fall within larger unit groups that are not exclusive to our industries.

As mentioned in our submission and Workforce Plan 2024, our industry's transition to electrification is a key challenge and opportunity that is not reflected in changes to '321211 Motor Mechanics (General)' or other occupations. In particular, the role of EV technicians, which is important for both light and, increasingly, heavy vehicles is not delineated – affecting both ABS workforce data and NCVER data on apprenticeships that uses ANZSCO's structure.

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9. What is your preferred method of consuming the classification?

a. Examples of methods include: Google search, ABS website search, coding tool, API, Excel file, JSON file format, other

b. Please indicate the reasons for using your preferred format/s and consumption method/s and the reasons for your preferred or non-preferred formats

c. Please include positive or negative impacts of your preferred method or format

Our preferred methods include: ABS website search, Excel files, and CSV files. ABS website searches are the fastest methods that allow us to check and drill-down into specific occupations without the need for extensive analysis, whereas Excel and CSV files are best suited to data visualizations using PowerB, Excel and other tools that we may use in the future for our full range of reporting.

We do not have any other comments on our preferred methods or formats.

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10. Will the new groupings in the draft structure impact the way you or your organisation uses the classification?

a. Please indicate if the impact is positive, negative or neutral and why

b. Please describe which specific groupings in the proposed structure may impact the way you or your organisation use the classification

As outlined in our submission and Workforce Plan 2024, we support the change to the title of the occupations '321211 Motor Mechanics (General)' to '321215 Automotive Technician (General)' and '321212 Diesel Motor Mechanic' to '321221 Diesel Technician.' Industry has felt for some time that term 'mechanic' perpetuates outdated views and can negatively affect candidate recruitment. We also support the introduction of the '321216 Marine Technician' occupation that will allow for clearer differentiation, tracking, and forecasting for these workers.

However, a new occupation classification for Electric Vehicle Technicians could have strengthened ANZSCO's similar and continued differentiation between general and diesel technicians. As we have outlined, the proposal to add 'EV Technician' as a new specialisation within '321111 Automotive Electrician' does not support the full range of work we undertake and the data we use as a JSC.

This is because specialisations do not provide a separate 6-digit code to aid differentiation, tracking, and forecasting and only assist to contextualise tasks they may undertake (i.e. those classed as '321111 Automotive Electrician' may/may not work on EVs). We also hold that the application of this specialisation is highly partial as those classified using '321215 Automotive Technician (General)' are more likely to work on EVs, as illustrated by their coverage in VET qualifications aimed at automotive technicians.

11.   Do you have any feedback on the proposed web page layout of the classification?

a.   Please provide any positive or negative impacts the web page layout of the classification might have on your usage

b.   Please include any positive or negative impacts the web page layout might have on how you navigate through the classification

c.   Please consider any positive or negative impacts regarding the order in which the information is displayed

We believe the proposed web page layout is largely as user-friendly as the existing format. However, it is not clear if the new layout will later adopt the existing introductory, conceptual, and structural information on ANZSCO. We would support the addition of this to the final version.

12.   Do you or your organisation have any key implementation concerns about the proposed structure?

a.   Please describe any positive or negative impacts regarding the implementation of the proposed structure

b.   Please provide details to help us understand why implementing the new classification is a concern to you

As outlined in our submission, we believe electrification poses a key challenge and opportunity for our industries that is not reflected in the new classifications for automotive technicians or any of the other 6-digit group occupations. Without at least one dedicated 6-digit code for EV technicians, our ability as a JSC to differentiate, track, and forecast supply and demand for this important part of the workforce for workforce planning and other purposes is limited.

This issue extends to the ABS' workforce data and NCVER data on VET apprenticeships that uses ANZSCO's structure. As a result of this, we would only be able to monitor VET course commencements, enrolments, and completions for the Certificate III in Automotive Electric Vehicle Technology and associated skillsets – with no ability to link or compare these to a subset of the workforce.
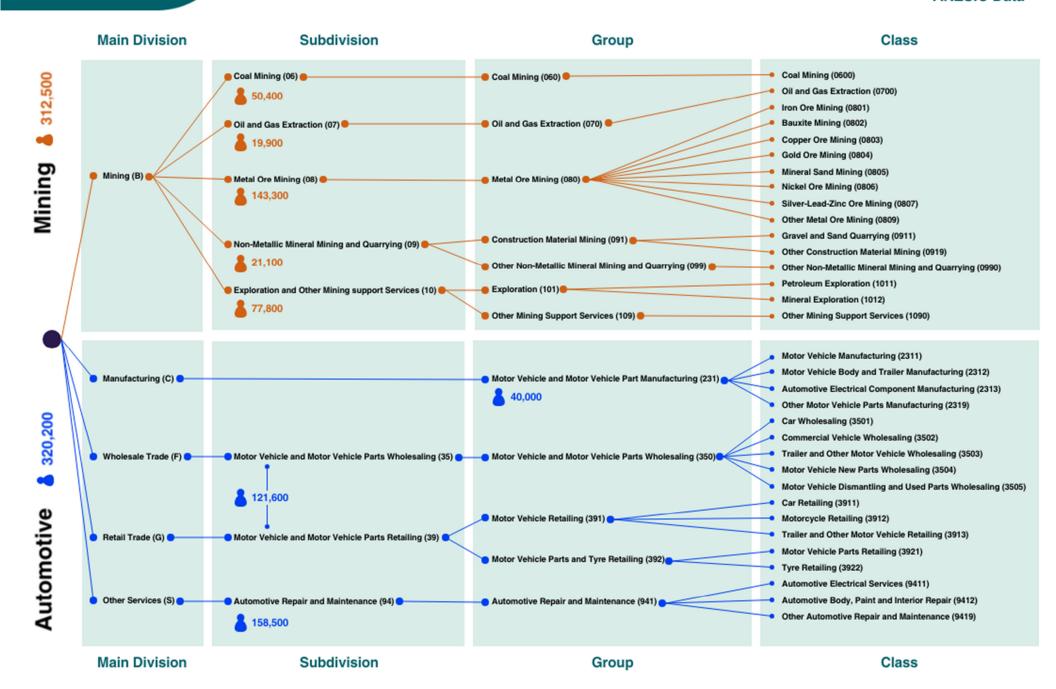
13. Is there any other information to help support your feedback?

There is no other information. However, please refer to the submission document for additional details not captured in response to these questions.

AUSMASA's Workforce Plan Backbone
ANZSIC Data

Mining and Automotive Skills Alliance

Main Division	Subdivision	Group	Class

Mining

Mining (B) — 312,500

- **Mining (B)**
  - **Coal Mining (06)** — 50,400
    - Coal Mining (060)
      - Coal Mining (0600)
  - **Oil and Gas Extraction (07)** — 19,900
    - Oil and Gas Extraction (070)
      - Oil and Gas Extraction (0700)
  - **Metal Ore Mining (08)** — 143,300
    - Metal Ore Mining (080)
      - Iron Ore Mining (0801)
      - Bauxite Mining (0802)
      - Copper Ore Mining (0803)
      - Gold Ore Mining (0804)
      - Mineral Sand Mining (0805)
      - Nickel Ore Mining (0806)
      - Silver-Lead-Zinc Ore Mining (0807)
      - Other Metal Ore Mining (0809)
  - **Non-Metallic Mineral Mining and Quarrying (09)** — 21,100
    - Construction Material Mining (091)
      - Gravel and Sand Quarrying (0911)
      - Other Construction Material Mining (0919)
    - Other Non-Metallic Mineral Mining and Quarrying (099)
      - Other Non-Metallic Mineral Mining and Quarrying (0990)
  - **Exploration and Other Mining support Services (10)** — 77,800
    - Exploration (101)
      - Petroleum Exploration (1011)
      - Mineral Exploration (1012)
    - Other Mining Support Services (109)
      - Other Mining Support Services (1090)

Automotive

Automotive — 320,200

- **Manufacturing (C)**
  - Motor Vehicle and Motor Vehicle Part Manufacturing (231) — 40,000
    - Motor Vehicle Manufacturing (2311)
    - Motor Vehicle Body and Trailer Manufacturing (2312)
    - Automotive Electrical Component Manufacturing (2313)
    - Other Motor Vehicle Parts Manufacturing (2319)
- **Wholesale Trade (F)**
  - Motor Vehicle and Motor Vehicle Parts Wholesaling (35)
    - Motor Vehicle and Motor Vehicle Parts Wholesaling (350)
      - Car Wholesaling (3501)
      - Commercial Vehicle Wholesaling (3502)
      - Trailer and Other Motor Vehicle Wholesaling (3503)
      - Motor Vehicle New Parts Wholesaling (3504)
      - Motor Vehicle Dismantling and Used Parts Wholesaling (3505)
- **Retail Trade (G)** — 121,600
  - Motor Vehicle and Motor Vehicle Parts Retailing (39)
    - Motor Vehicle Retailing (391)
      - Car Retailing (3911)
      - Motorcycle Retailing (3912)
      - Trailer and Other Motor Vehicle Retailing (3913)
    - Motor Vehicle Parts and Tyre Retailing (392)
      - Motor Vehicle Parts Retailing (3921)
      - Tyre Retailing (3922)
- **Other Services (S)**
  - Automotive Repair and Maintenance (94) — 158,500
    - Automotive Repair and Maintenance (941)
      - Automotive Electrical Services (9411)
      - Automotive Body, Paint and Interior Repair (9412)
      - Other Automotive Repair and Maintenance (9419)

Main Division	Subdivision	Group	Class