Migration Agents Training

Session 2 – ANZSCO

Moderator: Phil Gregory (Associate Director – ACS)

12th September 2023

Acknowledgement of Country

We acknowledge the Gadigal People as the traditional owners of the land upon which we meet.

We pay our respects to their Elders past, present and emerging, and to all Aboriginal Elders from other communities who may be in attendance today.

Housekeeping and how to make the most out of the session

Ask questions
Utilise the Q&A functionality on the platform to ask your questions for the speakers.

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Agenda

• Moderator	• Phil Gregory	• ACS (MSA Team)
• Panel Introductions	• Arnela Tolic • Kostya Kuzmin • Ganesh Krishnan • Bessie Holland • Stefan Hadaruga • Anupam	• Migration Alliance/Legal Training Aust • Kuzmin Migration • Study Migrate Services • ACS (MSA Team) • ACS (Education Team) • ACS (MSA Team)
• Panel Q&A		
• Audience Q&A and wrap-up		

Migration Agent Webinar Series

	Session 1 – Getting Your Skills Application Right (28th August)
	Session 2 – Getting the ANZSCO Codes Right (Tonight)
	Session 3 - Post Australian Study Pathways & RPL & Global Talent
	Session 4 - ACS Migration Agent Services, Responsabilités & Inventives
	Bonus Session - Top Ten Session - TBA

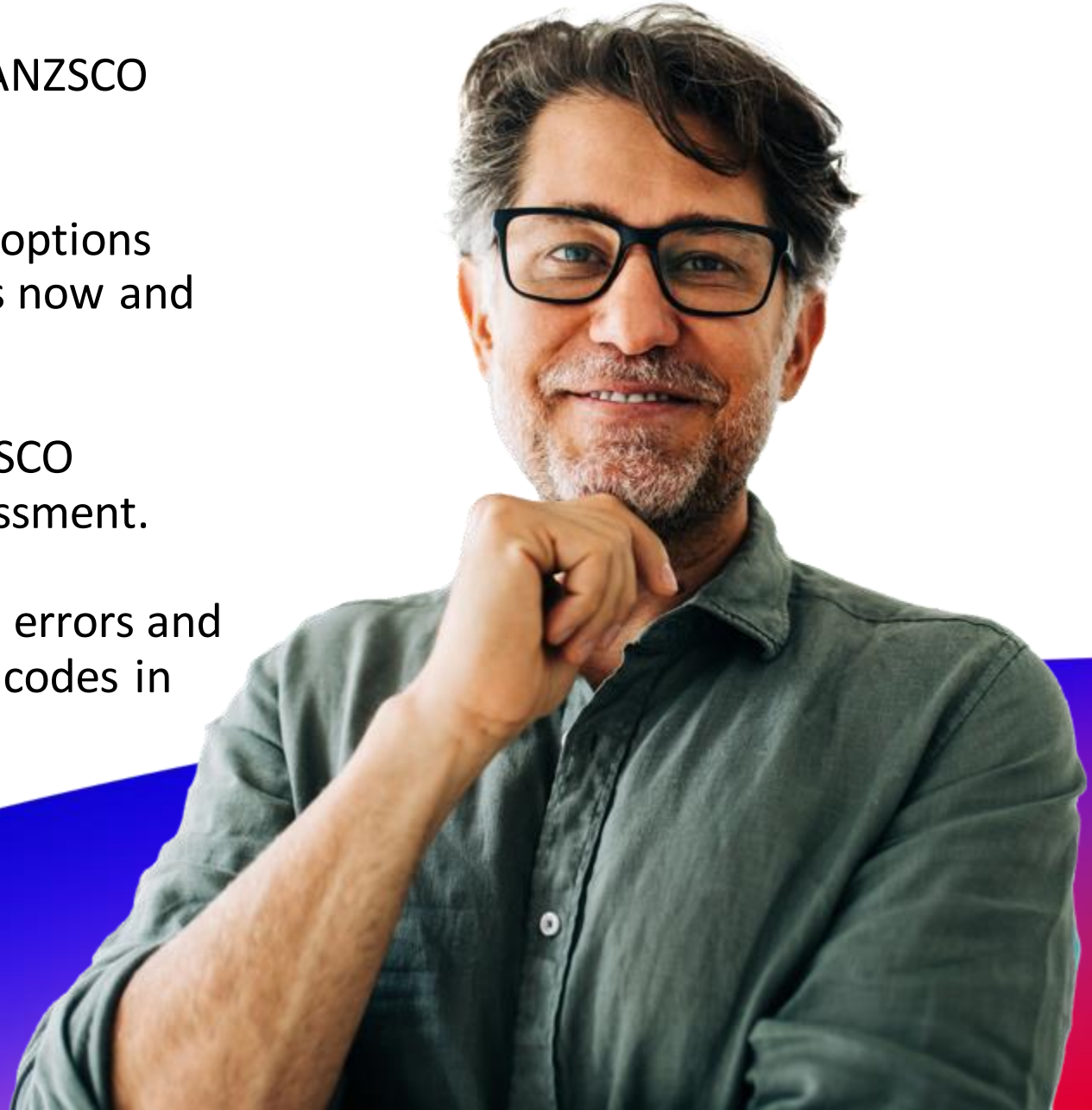
5 Key Take Aways:

• Gain a clear understanding of the current ANZSCO Codes for Skills Assessment in the ICT sector.

• Gain a clear understanding of the ANZSCO options available for ICT Skills Assessment Applicants now and in the future.

• Gain a detailed understanding of how ANZSCO evidence requirements affect ACS Skills assessment.

• Gain a clear understanding of the common errors and mistakes that are made in selecting ANZSCO codes in Skills applications, what to do about them.



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Arnela Tolic

Arnela has more than 15 year's experience as a lawyer including 12 years as a practicing RMA. Many of you will know her as a teacher and mentor from her work through Legal Training Australia.

She has authored well over 25 new CPD topics for Legal Training Australia for Continued Professional Development for Registered Migration Agents and Lawyers.

As a migrant herself Arnela understands firsthand how difficult the migration journey can be for some and how the constant changes in migration policy, law and regulation make it challenging for those on that journey.

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Registered Migration Agent 2117291
PhD Candidate in Law
KUZMIN MIGRATION PTY LTD.

Kostya Kuzmin

Lawyer, Migration Agent, Postgraduate Researcher

Ganesh Krishnan

MARN: 1678495

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Bessie Holland Operations Manager

- I am privileged to work with Bessie who leads our MSA Operations
- Bessie has more than 11 years on the MSA Team and knows all the ins and outs of how it works.
- Unlike myself, she will not need prompting slides or notes to respond to questions!

Anupam
Lead Assessor

- When Anupam came to the ACS to join the Skills Assessment team over 10 years ago, he brought with him 20 years of professional IT experience in implementing digital transformation and system development projects in Australia & overseas.
- He had led multiple projects, including full system development and provided domain expertise and leadership in both system design and functionality. Now he leads and mentors our team of ACS skills assessors and appears regularly along with our Operations Manager, Bessie Holland in our monthly applicant Q&A webinars.
- Apart from being well-versed in ACS skills assessment frameworks, he has a keen interest in formulating skills assessment policies that cater to the needs of emerging ICT occupations and skillsets. Anupam is passionate about cricket and soccer, loves going on long drives for relaxation, and enjoys exploring new places to embrace diverse experiences and cultures.

Stefan Hadaruga

- Stefan is a member of the Compliance Team that oversees governance of the ACS Professional Year Program (PYP) and has been working with ACS for over two years.
- He started in the Operations team and moved to the compliance space at the beginning of last year. In the past several months, Stefan and his team have conducted reviews with PYPs on employment and unpaid internships, which have helped them gain a better understanding of ANZSCO codes.
- Stefan is passionate about raising awareness about this subject and sharing ideas on how migration agents can assist their students. He is looking forward to engaging in productive dialogues with other panellists and the audience.

Question

Kostya,

What is ANZSCO and how is it structured?

ANZSCO is the skill-based classification used to categorise all occupations and jobs undertaken for profit in the Australian and New Zealand labour markets.

It is used in the collection and dissemination of all official statistics on occupation and is a key tenet of Australia's statistical infrastructure.

ANZSCO is applied to a range of data sets, including the Census of Population and Housing, that inform and support government policy settings and programs – from vocational education and training to skilled migration programs.

The custodians of ANZSCO are ABS and Stats NZ. These agencies developed ANZSCO as a joint project which was first published in 2006.

While the ANZSCO has had some minor updates, it still largely reflects the original 2006 version of ANZSCO, which was based on the 2001 labour market. So, it's a little out of date.

ANZSCO Structure of Occupation Groups

1 Managers	2 Professionals	3 Technicians and Trade Workers	4 Community and Personal Service Workers	5 Clerical and Administrative Workers	6 Sales Workers	7 Machinery Operators and Drivers	8 Labourers
13 Specialist Managers	22 Business, Human Resource and Marketing Professionals	31 Engineering, ICT and Science Technicians	42 Carers and Aides	53 General Clerical Workers	61 Sales Representatives and Agents	72 Mobile Plant Operators	83 Factory Process Workers
135 ICT Managers	222 Financial Brokers and Dealers, and Investment Advisers	312 Building and Engineering Technicians	421 Child Carers	532 Keyboard Operators	612 Real Estate Sales Agents	721 Mobile Plant Operators	831 Food Process Workers
1351 ICT Managers	2221 Financial Brokers	3122 Civil Engineering Draftspersons and Technicians	4211 Child Carers	5321 Keyboard Operators	6121 Real Estate Sales Agents	7212 Earthmoving Plant Operators	8311 Food and Drink Factory Workers
135111 Chief Information Officer	222111 Commodities Trader	312212 Civil Engineering Technician	421111 Child Care Worker	532111 Data Entry Operator	612112 Property Manager	721213 Bulldozer Operator	831113 Confectionery Maker
14 Hospitality, Retail and Service Managers	23 Design, Engineering, Science and Transport Professionals	39 Other Technicians and Trades Workers	45 Sports and Personal Service Workers	59 Other Clerical and Administrative Workers	62 Sales Assistants and Salespersons	73 Road and Rail Drivers	84 Farm, Forestry and Garden workers
141 Accommodation and Hospitality Managers	231 Air and Marine Transport Professionals	399 Miscellaneous Technicians and Trades Workers	452 Sports and Fitness Workers	599 Miscellaneous Clerical and Administrative Workers	621 Sales Assistants and Salespersons	733 Truck Drivers	841 Farm, Forestry and Garden Workers
1413 Hotel and Motel Managers	2311 Air Transport Professionals	3991 Boat Builders and Shipwrights	4522 Outdoor Adventure Guides	5995 Inspectors and Regulatory Officers	6214 Pharmacy Sales Assistants	7331 Truck Drivers	8415 Livestock Farm Workers
141311 Hotel or Motel Manager	231111 Aeroplane Pilot	399111 Boat Builder and Repairer	452216 Trekking Guide	599512 Immigration Officer	621411 Pharmacy Sales Assistants	733115 Tow Truck Driver	841512 Dairy Cattle Farm Worker

ANZSCO is a hierarchical classification system that categorises occupations according to one of 8 major groups and then into increasingly smaller sub-categories: sub-major group; minor group; unit group, before resulting in the specific occupation.

The hierarchical structure of ANZSCO is illustrated here. This includes examples of how that structure works for each of the major groups.

Question

Arnela,

How does the ANZSCO hierarchy work as a classification system, and

Has it remained the same since 2006?

How does the ANZSCO hierarchy work as a classification system

Each hierarchical level has a corresponding reference number ('code') with a specific number of digits:

- major groups are represented by a single digit code
- sub-major groups by a 2 digit code
- minor groups by a 3 digit code
- unit groups by a 4 digit code
- occupations by a 6 digit code.

How does the ANZSCO hierarchy work as a classification system

Workforce data is captured at the lowest level, the 6-digit 'occupation', through data collections such as the Census and the Labor Force Survey.

However, data tends to be presented at a higher level such as at the sub-major group (3 digit categories) or unit group (4 digit categories).

For example, the 2016 Census Employment Data Cube (ABS 2018) provided numbers of workers at the unit group (4 digit) level

Revision	Year of publication	Summary of revision
First Edition	2006	ANZSCO established.
First Edition, Revision 1	2009	Minor changes to the classification structure and definitional changes for some occupations.
Version 1.2	2013	Identifying newly emerging occupations, aggregating declining occupations, changing titles of occupations, amending alternative titles or specialisations for selected occupations. A small set of changes were made for unit groups.
Version 1.3	2019	Revisions to skill level, registration and licensing requirements and example occupation titles for selected not elsewhere classified occupations.
2021 Australian Update	2021	Revisions resulting from a review of selected occupations identified as emerging and/or related to agriculture, forestry, and fisheries; cyber security; naval ship building.
2022 Australian Update	2022	Revisions resulting from a review of selected occupations identified as emerging and/or related to construction-related trades occupations.

Question

Bessie,

Most of this audience will be aware that the ABS is currently reviewing the ANZSCO codes.

Can you tell us a little about how the Review is progressing?

ANZSCO Review 2023 - 2024

The ABS has sought extensive feedback from ACS on all current and emerging IT Occupations.

ABS has been very responsive across a range of new areas.

The updated classification will be released by December 2024, in time for use by Census 2026.

ANZSCO Review 2023/2024 – Next Steps

Round 3 consultation

Late 2023

The ABS will ask for feedback on selected occupations grouped by focus area.

Round 2 consultation outcomes published

Late 2023

Consultation summary and proposed changes from the second round of consultation will be released for information.

Proposed changes tested

Mid 2024

The ABS will ask for feedback on the complete set of proposed changes prior to finalising the classification update.

ANZSCO update finalised

Dec 2024

The updated classification will be released by December 2024, in time for use by Census 2026.

Question

Stefan,

Is the ANZSCO Review forecasting any structural changes?

ANZSCO Structure

Changes to the structure of the classification are being considered as part of the ANZSCO review. This may involve reorganising or consolidating existing occupation groups, creating new groups for emerging occupations, or adapting the structure to better reflect the relationships between occupations.

The specific details of the structural changes will be determined as part of the review process, including input from stakeholders like ACS, industry experts, and relevant data analysis. The ABS Review goal is to create a more robust and adaptable classification system that accurately represents the changing nature of occupations and supports informed decision-making.

Question

Anupam,

Can you explain for us what is meant by “Alternative Titles” and “Specialisations” in the ANZSCO codes and perhaps give us an example?

Alternative Titles

Each occupation in ANZSCO is defined by its primary tasks. Each occupation's definition may also include alternate titles for the occupation as well as note specialisations.

Some occupations are unique to an industry or sector, for example, shearer is an occupation that is unique to the agriculture sector while miner is unique to the mining industry.

Other occupations, such as accountant and human resource manager, are common to multiple industries or sectors.

These occupations can only be aligned to a specific industry or sector if there are underlying tasks and skills which are distinct to that industry.

Specialisations

For example, for the ANSCO Code 135113 ICT Project Manager

Alternative Titles:

- ICT Program Manager
- ICT Product Owner

And Specialisations might be:

- Agile Project Manager (ICT)
- Scrum Master (ICT)
- ICT Development Manager
- ICT Security Project Manager

Specialisation

Data on the number of people undertaking a particular occupation are only captured at the 6-digit occupation level.

Data that are not able to be further delineated to show the number of people that are undertaking a “specialisation” nor an occupation that is included in a catch-all ‘nec’ (not elsewhere classified) category.

To ensure that all occupations are represented in the ANZSCO, some which do not meet the threshold for the number of people undertaking them are gathered into catch-all ‘nec’ (not elsewhere classified) categories across the classification.

Question

Kostya,

What does ANZSCO mean by Skill Level, and

Does ACS assess at more than one skill level?

Skill levels

Each occupation is assigned a skill level. The skill level reflects the range and complexity of the set of tasks undertaken in the occupation.

These skill levels measure the level or amount of formal education and training, the amount of previous experience in a related occupation and the amount of on-the-job training required to competently perform the set of tasks required for that occupation.

Skill Level Structure

Skill Level 1

- Occupations that have a level of skill commensurate with a bachelor degree or higher qualification.
- At least five years of relevant experience may substitute for formal qualifications.

Skill Level 2

- Occupations that have a level of skill commensurate with an Australian Qualifications Framework Associate degree, Advanced Diploma or Diploma.
- At least three years of relevant experience may substitute for formal qualifications.

Skill Level 3

- Occupations that have a level of skill commensurate with an Australian Qualifications Framework Certificate IV or Certificate III including at least two years of on-the-job training.
- At least three years of relevant experience may substitute for formal qualifications.

Skill Level 4

- Occupations that have a level of skill commensurate with an Australian Qualifications Framework Certificate II or III.
- At least one year of relevant experience may substitute for formal qualifications.

Skill Level 5

- Occupations that have a level of skill commensurate with an Australian Qualifications Framework Certificate I or compulsory secondary education.
- For some occupations a short period of on-the-job training may be required in addition to or instead of the formal qualification.

Do Not get Lost in ANZSCO's Complexities

- Accountant, Solicitor, Social Worker, Mechanical Engineer etc – Skill Level 1;
- Community Worker, Chef, Contract Administrator etc – Skill Level 2;
- Cook, Welder, Painting Trades Worker, Tyler – Skill level 3;
- Aged or Disabled Carer, Machine Operator, Sales Representative – Skill level 4;
- Cleaner – Skill level 5.

For ACS assessed occupations, they are all skill level 1 and start with '26 ICT Professionals' except for the Web Administrator 313113.

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Do Not get Lost in ANZSCO's Complexities

To find a skill level, or the duties for your occupation, you can search within ANZSCO or simply google the occupation you are interested in, adding 'abs'(Australian Bureau of Statistics). For instance, 'ICT Security Specialist abs'.

This search can be paired with a very useful DHA tool to find out which list the occupation is on https://immi.homeaffairs.gov.au/visas/working-in-australia/skill-occupation-list

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Is it Possible to Err and Fall to Skill Level 2? Yes!

Tasks Include:

- determining software and hardware requirements to provide solutions to problems
- responding to inquiries about software and hardware problems
- adapting existing programs to meet users' requirements
- installing and downloading appropriate software
- ensuring efficient use of applications and equipment
- implementing computer networks
- designing and maintaining websites
- repairing and replacing peripheral equipment such as terminals, printers and modems
- may work in a call centre

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Is it Possible to Err and Fall to Skill Level 2? Yes!

313112 ICT CUSTOMER SUPPORT OFFICER

Alternative Titles:

ICT Help Desk Officer
ICT Help Desk Technician
Systems Support Officer

Provides support, education and guidance in the deployment and maintenance of computer infrastructure and the diagnosis and resolution of technical problems and issues. May work in a call centre.
Skill Level: 2

Specialisations:

Network Support Technician
Operator Command Support Systems (Army)

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Compare that with:

- scheduling and conducting quality audit inspections, and analysing and reviewing systems, data and documentation
- identifying variations and potential high risk areas in securing adherence to standards and procedures
- recommending corrective action plans and improvements in the resolution of non-compliance with standards detected through monitoring and auditing of processes and procedures
- communicating, educating and liaising with users and management to ensure awareness and adherence to standards, procedures and quality control issues and activities
- assisting in troubleshooting, diagnosing, testing and resolving system problems and issues
- developing, conducting and providing technical guidance and training in application software and operational procedures
- analysing, evaluating and diagnosing technical problems and issues such as installation, maintenance, repair, upgrade and configuration and troubleshooting of desktops, software, hardware, printers, Internet, email, databases, operating systems and security systems
- testing, identifying and diagnosing functionality errors and faults in systems, and programming code within established testing protocols, guidelines and quality standards to ensure systems perform to specification
- performing organisational systems architecture reviews and assessments, and recommending current and future hardware and software strategies and directions
- creating and reviewing technical documentation such as procedural, instructional and operational guides and manuals, technical reports and specifications and maintenance inventory systems

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Compare that with:

263212 ICT SUPPORT ENGINEER

Alternative Titles:

Support Analyst
Support Architect

Develops support procedures and strategies for systems, networks, operating systems and applications development, solves problems and provides technical expertise and direction in support of system infrastructure and process improvements, and diagnoses and resolves complex system problems.

Skill Level: 1

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I am ----- Analyst? Does my title matter?

- Titles (and sometimes even the place of work) are a good source of identifying the skill level;

- They are yet not the best sources to identify the exact occupation. These are the duties that matter!

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Skill Levels

Categories at all levels – major group, sub-major group, minor group and unit group – also have an indicative skill level which describes the skill level for most occupations in that category.

For example, occupations in the Managers major group are at skill level 1 or skill level 2 and occupations in the Labourers major group are at skill level 4 or skill level 5.

Skill Levels in Professional ICT

While most ICT occupations are in the ICT Professionals major group so are at skill level 1, ACS does have one skill level 2 occupations assigned to us by ABS:

313113 Web Administrator
Alternative Title: Web Master

Designs, builds and maintains websites, and provides web technology solutions and services.

Question?

Arnela,

How is the concept of 'Closely Related' been interpreted in Federal Court judgements

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Federal Court

Study and nominated occupation must be closely related

7.1 Purpose

The intention of the ‘closely related’ criterion in 485.213(b) is to support the policy objective that skilled migrants be “job-ready” for the Australian labour market and make a positive contribution to the Australian economy and society as soon as possible.

Prasad v MIAC [2012] FCA 591

Federal Court

7.2 Closely related

The ‘closely related’ requirement is to ensure that applicants have qualifications compatible with their nominated skilled occupation.

Under policy, the critical factor in determining whether a qualification is closely related to the nominated skilled occupation is whether the skill set/s underpinning the qualification/s are complimentary and can be used in the nominated occupation, in terms of both subject matter and the level at which those skills were obtained.

Prasad v MIAC [2012] FCA 591

Federal Court

7.2 Closely related

The question whether an applicant has been employed in a skilled occupation that is 'closely related' to his or her nominated skilled occupation requires the making of an **evaluative judgement** having regard to all of the facts in the individual case relating to the person's occupation as a whole.

Prasad v MIAC [2012] FCA 591

Closely Related is Wholistic

In a Federal Court Judgement :

“It seems to me that the wording of the clause [485.213(a)] implicitly imports the requirement that the whole of the qualification must be compared with the whole of the occupation to determine whether the necessary close relationship exists.”

Constantino v MIBP [2013] FCA 1301

Question

Bessie,

Can we offer any guidance to those in our Migration Agent Audience who want to understand better how ACS assesses educational qualifications and experience as “Closely Related” to the nominated ANZSCO code?

ACS Assessment Methodology

Arnela has mentioned that this involves An Evaluative judgement around ICT Skills & Experience. While every case is different, we can say it:

- Takes in as wide a range of evidence about the role(s) being performed as possible – e.g., Education Quals & Units Taken, Work Experience, Professional Development, Career Pathway, etc.
- Takes job title as just a beginning, as they are frequently misleading particularly in emerging tech roles.
- Considers CBOKs, emerging tech & occupation divergence trends
- Involves routine change, revision and updating

Question

Anupam,

ACS Guidelines 2.4.4 Closely related ICT content Criteria: '*In all educational qualifications, at least 65% of the ICT content must be closely related with sufficient core content to the nominated occupation (ANZSCO) to meet the suitability criteria*.'

Can you give us an example of how that works?

Tri-level Qualification Assessment

1. Recognition & AQF comparability level

- Qualifications must be at AQF Diploma level or above
- CRICOS/TEQSA accreditation for Australian quals.
- Research on the awarding institution (accreditations / international ranking, etc.)
- Qualification Attributes (level, length, depth, structure and nature, etc.)

Tri-level Qualification Assessment

2. Determination of Major/Minor/Insufficient

- Total number of subjects completed (or Credits completed where appropriate)
- Normal full-time study duration (study exemptions / advanced credits etc. should be considered

Tri-level Qualification Assessment

3. Closely Related (CR) or not

- Determination of Closely Related Core Unit correspondence with nominated ANZSCO
- Determination of sufficient associated closely related units to nominated ANZSCO
- Verify subject level details as necessary (online course outlines/Syllabus/Journal ratings)

UNIT GROUP 2631 – Computer Network Professionals

Core Subjects:

Computer Communication
Computer Network Design
Computer Network management
Computer Network programming
Computer Network protocols
Data communications - (WAN, LAN)
Digital Communications
Distributed Computing
Mobile technologies
Operating systems
Optical communication technology
System Software
Wireless technologies
(e.g., Wireless Communication, Microwave Communication)

Additional closely related subjects:

Assembler Languages - (Assembler Programming)
Client / Server related hardware and software
Client / Server Architecture
Cloud Computing
Communications Engineering
Computer Architecture
Computer organization
Digital and signal processing
Internet of Things
Introduction to ICT (**maximum 1 for CR**)
Network Component technologies
Network security
Peripherals and Interfacing
ICT Project Management
Satellite communications

Assessing Experience by Tasks

- Planning, designing, developing, configuring and commissioning networks and systems
- Analysing, evaluating and monitoring network infrastructure to ensure networks are configured to operate at optimal performance
- Troubleshooting and diagnosing network and system problems, and determining the most appropriate means of resolving problems and issues to improve system performance
- Monitoring the overall performance of systems to assess the need for updates, upgrades, enhancements, preventive maintenance and new systems, and recommending options for upgrading and improving the performance of systems
- Scheduling and conducting quality audit inspections

Question?

Stefan,

What tips would you give migration agents about ensuring their applicants completing Professional Year have suitable qualifications and experience?

Professional Year Applicants

Remind the Audience that Schedule 6D(61) of Migration Regulations says that
“At the time of invitation to apply for the visa, where the applicant had completed a professional year in Australia in:
(a) the applicant's nominated skilled occupation; or
(b) a closely related skilled occupation;
for a period totalling at least 12 months in the 48 months immediately before that time”

They may be eligible for 5 points

Professional Year

In addition, if in professional year now:

- They will have met the Australian study requirement (6D81)
- They will most likely have met the requirements for the award of a specialist educational qualification (6D7A1), and
- If they have worked in their chosen occupation, they will most likely have met at least the minimum Australia employment experience requirement (6D41)

We recommend that they apply for a TG Skills assessment prior to entering PY as it will provide certainty for nest 2 years.

Question

Kostya,

Do you see any value in ACS and Migration Agents/Legal Professionals working together to build better working knowledge on the role of ANZSCO in ACS and Skills Assessment more generally? And,

If so, how would you recommend we go about that?

ACS/MA Working Group

Question

Arnela, Kostya, Ganesh, Bessie, and Stefan,

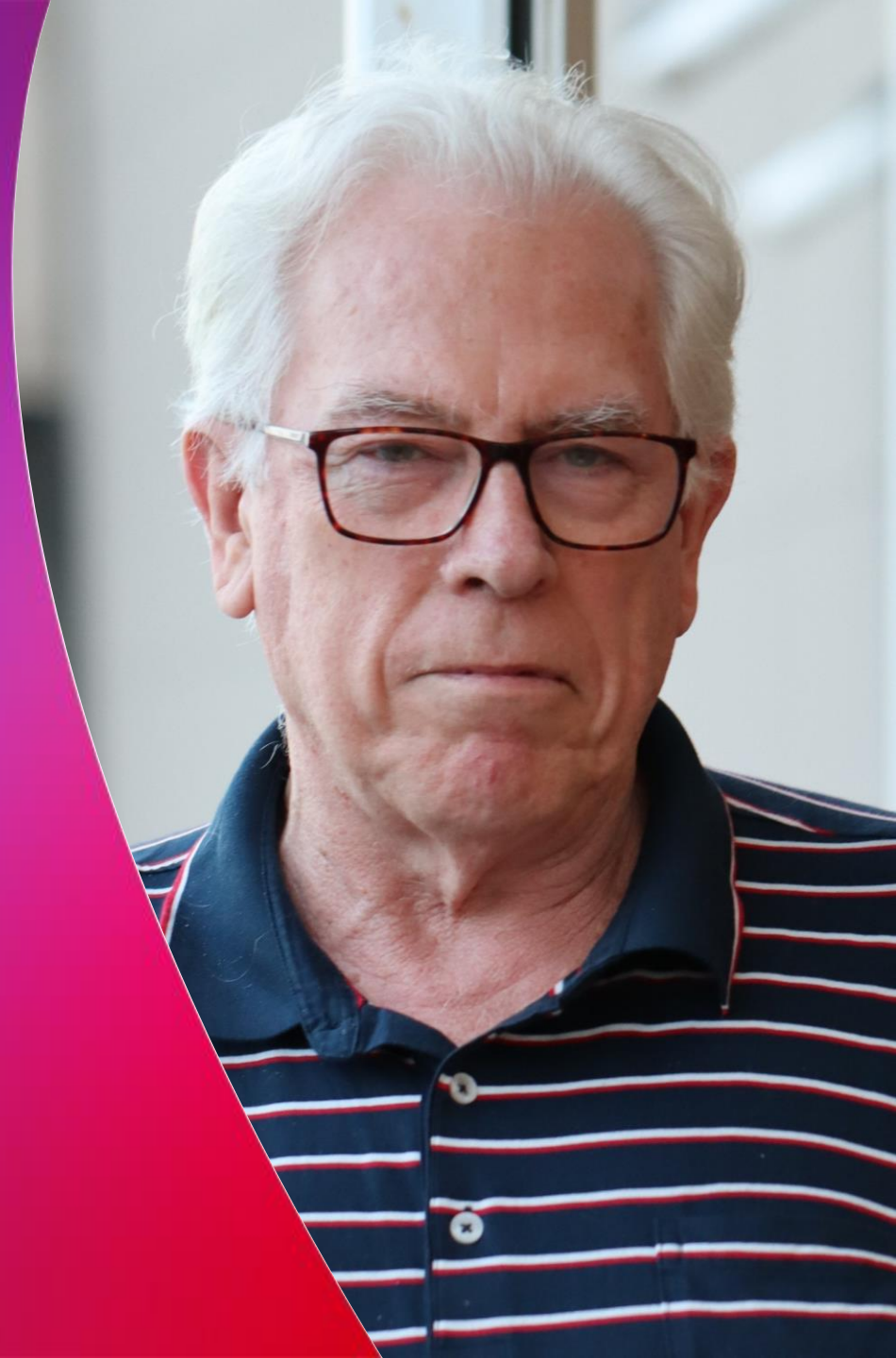
Do you any of you have any general advice about applying ANZSCO codes?

Panellist Comments ……

Final Panel Comments

Care needs to be taken when assigning occupation information to ANZSCO occupations because the same job titles can be used in different industries to describe different occupations (e.g., business analyst). And, the titles used in ANZSCO are not an exhaustive list of all titles used to describe an occupation (e.g., Programmer).

The ABS themselves acknowledge that the minimum information required for coding responses in statistical collections to ANZSCO occupations is the occupation's title and its tasks. The quality can be improved via use of other data items, such as industry of employment and employer information.



Questions?

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