



Skilled Occupations List

Tracking Code: **K6RA7P**

Introduction

Skilled Occupations List

The **Department of Education and Training** is currently updating its advice on the Australian Government's **Skilled Occupations List (SOL)** for 2016-17.

We are seeking your input on the occupations/industry sectors your organisation represents or that you belong to as an individual. In particular, we are seeking evidence of:

- skill demand and supply imbalance,* both nationally and regionally
- medium to long-term demand and supply trends which may impact upon Australia's employment outlook
- formal licensing or registration requirements.

Note: The SOL is concerned only with 'medium to long-term' skills needs rather than immediate skills shortages. As such, the Department of Education and Training is only seeking to obtain information on longer term trends, rather than immediate shortages and costs. For the purposes of this exercise, 'medium to long-term' is defined as a period of around two to ten years

* **Skill demand and supply (im)balance** occurs when the quantity of a given skill supplied by the workforce and the quantity demanded by employers diverge at existing market conditions. Labour market supply and demand for occupational skills are continuously fluctuating. At a certain point in time, there will be labour market imbalances and accompanying skill imbalances if there is disequilibrium between the demand for and supply of skills.

Privacy

All information, including **name and address details**, contained in submissions will be made available to the public on the Department of Education and Training website unless you indicate that you would like all or part of your submission to remain in confidence. Automatically generated confidentiality statements in emails do not suffice for this purpose. Respondents who would like all or part of their submission to remain in confidence should provide this information in an email to SOLSubmissions@education.gov.au. Legal requirements, such as those imposed by the Freedom of Information Act 1982, may affect the confidentiality of your submission.

Details

Applicant Details

Given Name *

Mary

Surname *

Clarke

Organisation

CPA Australia

Contact Details

Please provide the name, position and contact details of a person within your organisation who is willing to be contacted if any further information or follow-up is required.

Given Name *

Mary

Surname *

Clarke

Position

Head Education Policy

Contact Number *

0401 088 571

Email (receipt will be sent to this address) *

mary.clarke@cpaaustralia.com.au

Industry

Type of Industry

What are the industry/industries and ANZSCO occupation/s that you or your organisation represents for the purposes of this submission? *
(select all that apply)

- | | |
|---|---|
| <input type="checkbox"/> All Industries | <input type="checkbox"/> Agriculture, Forestry and Fishing |
| <input type="checkbox"/> Mining | <input type="checkbox"/> Manufacturing |
| <input type="checkbox"/> Electricity, Gas, Water and Waste Services | <input type="checkbox"/> Construction |
| <input type="checkbox"/> Wholesale Trade | <input type="checkbox"/> Retail Trade |
| <input type="checkbox"/> Accommodation and Food Services | <input type="checkbox"/> Transport, Postal and Warehousing |
| <input type="checkbox"/> Information Media and Telecommunications | <input checked="" type="checkbox"/> Financial and Insurance Services |
| <input type="checkbox"/> Rental, Hiring and Real Estate Services | <input checked="" type="checkbox"/> Professional, Scientific and Technical Services |
| <input type="checkbox"/> Administrative and Support Services | <input type="checkbox"/> Public Administration and Safety |
| <input checked="" type="checkbox"/> Education and Training | <input type="checkbox"/> Health Care and Social Assistance |
| <input type="checkbox"/> Arts and Recreation Services | <input type="checkbox"/> Other Services |

Occupation

Occupation

The three dropdowns below accord with the ABS ANZSCO classification of occupations. Selections are required at the 'Occupation Group' 2-digit level and at the 'Occupation Unit (4-digit)' level, but can also be made down to the Occupation (6-digit) level depending on the occupation/s to which your submission relates.

Occupation 1 of 4

Occupation Group *

Business, Human Resource and Marketing Professionals

Occupation Unit *

2211

Occupation *

All

For the 2016-17 SOL please indicate advice about your nominated occupation

- Include Exclude Maintain status quo

Occupation 2 of 4

Occupation Group *

Business, Human Resource and Marketing Professionals

Occupation Unit *

2212

Occupation *

221212

For the 2016-17 SOL please indicate advice about your nominated occupation

- Include Exclude Maintain status quo

Occupation 3 of 4

Occupation Group *

Business, Human Resource and Marketing Professionals

Occupation Unit *

2212

Occupation *

221213

For the 2016-17 SOL please indicate advice about your nominated occupation

- Include Exclude Maintain status quo

Occupation 4 of 4

Occupation Group *

Business, Human Resource and Marketing Professionals

Occupation Unit *

2223

Occupation *

222312

For the 2016-17 SOL please indicate advice about your nominated occupation

- Include Exclude Maintain status quo

Are there any occupations that you represent where there is evidence of imbalances in the demand and supply of skills in the medium to long-term? Please list them.

It is estimated that over the medium term new job openings for accountants will number around 11,000 per annum, and will result in significant shortages due to the lack of growth in domestic graduates of accounting. Refer attached submission for an expanded answer.

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Is there evidence of imbalances in the demand for and supply of skills in the medium to long-term in non-metropolitan areas?

Yes No

Please indicate in which part of Australia this imbalance exists. *

The imbalance indicated above will be felt Australia-wide. However, as the current situation indicates, imbalances are likely to be felt more acutely in regional Australia. Refer attached submission for an expanded answer.

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Are there any occupations which require formal licensing or registration arrangements in order to practice/perform. *

For example:

- Midwives are required to register with the nurses board in their state or territory
- Panelbeaters are required to be registered or certified with the state Motor Vehicle Repair Industry Authority

Yes No

Please provide details. *

Initiatives are in place to assure the quality of migrant Accountants. The attached submission mentions two. The first is the migration assessment requirements for overseas persons interested in making an expression of interest to migrate as Accountants. The second is the regulatory environment of the profession. The accounting profession self-regulates and is co-regulated by government, depending on the service provided and if the service is offered to the public.

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Is it expected that your employment sector will be impacted by any medium to long-term trends which will impact upon demand and/or supply (excluding costs associated with training, labour hire, and international sponsorship)?

Yes No

Please provide evidence (e.g. data source, policy document) which substantiates these claims. *

For example:

- New benchmarks for childcare centres mandate increased staff-to-child ratios and higher qualification standards for childcare workers .

Taxation, superannuation, financial planning, accounting standards and other regulatory changes are impacting the demand for accountants by individuals and businesses. Refer attached submission for developments in each of these areas and an explanation of how they are impacting demand.

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Additional Information

Please provide any additional information you consider relevant evidence to support your submission. For example, you may know of independent studies about your occupation that supports your advice to us.

Additional points made in the attached submission are that:

- International graduate employability is a poor indicator of tightness, as unmet demand is currently for mid to senior tier roles and specialist positions.
- Instances of international graduates of accounting encountering labour market barriers is not reason for removing Accountants from the SOL. Rather initiatives should aim to develop their employability skills and inform employer demands.
- There is a strong relationship between international education and skilled migration that should not be ignored.
- CPA Australia recommends that the flow of migrants for occupational groups be governed by adjusting a points threshold up or down based on labour market conditions and other relevant considerations.

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Please add any document that supports your recommendations.

Supporting Document

File: CPA Australia submission and attachments on the SOL 2016-17.pdf