



Skilled Occupations List

Tracking Code: **WVK59V**

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 *

Adele

Surname *

Beasley

Organisation

Australian Dairy Industry Council

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 *

Adele

Surname *

Beasley

Position

Senior Policy Manager

Contact Number *

03 8621 4200

Email (receipt will be sent to this address) *

abeasley@australiandairyfarmers.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 checked="" 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 type="checkbox"/> Financial and Insurance Services |
| <input type="checkbox"/> Rental, Hiring and Real Estate Services | <input type="checkbox"/> Professional, Scientific and Technical Services |
| <input type="checkbox"/> Administrative and Support Services | <input type="checkbox"/> Public Administration and Safety |
| <input 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 3

Occupation Group *

Farmers and Farm Managers

Occupation Unit *

1213

Occupation *

121313

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

- Include Exclude Maintain status quo

Occupation 2 of 3

Occupation Group *

Factory Process Workers

Occupation Unit *

8311

Occupation *

831114

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

Include Exclude Maintain status quo

Occupation 3 of 3

Occupation Group *

Farm, Forestry and Garden Workers

Occupation Unit *

8415

Occupation *

841512

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.

The dairy industry is currently suffering a chronic skilled labour shortage and dairy farmers' need for skilled and experienced farm workers is increasing. The industry has invested heavily in training and up-skilling its workforce and attracting, including via certificate and diploma courses offered through the National Dairy Education Centre (NCDE) since 2006. Student numbers are growing, but it is not enough to meet dairy's increasing demand as production increases with export demand. The industry is seeking to improve the industry's access to overseas labour in order to address the shortfall in appropriately skilled domestic workers. The pre farm-gate sector of the industry is usually characterised as having low participation rates in formal post secondary education including vocational training. Balanced against this is a growing recognition that dairy farming has shifted from a predominantly labour based enterprise to a much more specialised knowledge and skill based business.

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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 Australian dairy industry directly employs nearly 40,000 Australians on farms and in factories. Dairy is also one of Australia's leading rural industries in terms of adding value through downstream processing. Much of this processing occurs close to farming areas, thereby generating economic activity in non-metropolitan areas. (Dairy Australia, 2014). The workload on Australian dairy farms has increased over the past decade with increasing herd size and farm productivity. As a result, Australia-wide, 72% of dairy farms have started employing people other than family members – an increase from just 34% six years ago. This trend is expected to continue into the future (Dairy Moving Forward, 2010). Furthermore, in the five years preceding 2008, almost two-thirds (64%) of the 59% of dairy farms who had tried hiring domestic labour said they often or always had difficulty finding the right people (People in Dairy FactFinder 2013, pg. 60).

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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

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 .

•Ageing farmers - In 2010-11, the median age of farmers was 53, compared to 39 for all employed persons (ABS, 2011). •Access to Asian markets means more demand for dairy products. Population and income growth, coupled with changes in dietary demands, point to increasing demand for dairy products. •Rural communities are experiencing population decline which presents difficulties with attracting and retaining workers on farm. The younger generations, in particular, are departing rural areas to seek other career and educational opportunities. •The number of farms has fallen by two-thirds over the last three decades from 20,060 in 1983 to 6,314 in mid 2014. At the same time milk production has risen from 6 billion litres to 9.7b litres. Although there are fewer farms, the average farm size has grown and there is a consequent increase in the number of workers required on these farms (Dairy Australia, 2014).

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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.

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Please add any document that supports your recommendations.

Supporting Document

File: None