

23 May 2024

Jobs & Skills Australia
Department of Employment and Workplace Relations
GPO Box 9829
Canberra ACT 2061



Via email: CoreSkillsList@jobsandskills.gov.au.

Dear Secretariat,

SUBJECT: DRAFT CORE SKILLS OCCUPATIONS LIST

The Australian Chicken Meat Federation (ACMF) would like to extend our appreciation to Jobs & Skills Australia (JSA) for their recognition of the poultry industry in driving Australia's long-term prosperity and food security.

The addition of "Poultry Farmer" to the Core Skills Occupations List (CSOL), as supported by JSA's migration model is a positive step in supporting the industry's emerging skill needs and addressing broader strategies of national importance such as safeguarding food security.

Although this does not represent the final advice of JSA nor the final decision of Government, we are eager to continue to provide feedback to support the definite inclusion of these occupations in various opportune visa schemes.

Additionally, we are also strongly supportive of JSA's decision to include the following occupations on the 'Confident on CSOL' that are vital to our industry's ongoing success:

- 132511 Research & Development Manager
- 234513 Biochemist
- 234711 Veterinarian
- 234399 Environmental Scientists
- 139912 Environmental Managers

As raised through prior discussion, the Australian Chicken Meat Industry Workforce Strategy is strongly aligned with the goals and aspirations of Jobs and Skills Australia.

Examples of this alignment include our ongoing engagement with members particularly through our Workforce Working Group in identifying skill needs, to advocate for migration and education reform.

We are also actively involved in developing training material for primary and secondary schools and have collaborated with institutions such as Primary Industries Education Foundation (PIEFA) and

AgriFutures Australia in developing various curriculum aligned resources on the topic of Australian chicken meat production.

On a vocational level, we communicate regularly with registered training organisations such as TAFE and MINTRAC to review the content of poultry related courses to ensure they are aligned with the needs of industry.

We also regularly undertake the following actions:

- Monitoring data from Labour Market Insight and the Australian Bureau of Agricultural and Resource Economics (ABARES)
- Media and job board scanning
- Endorsing industry research and development projects on workforce requirements

In reviewing the **Draft CSOL Targeted for Consultation** as provided by JSA, the ACMF is eager to be involved in the stakeholder consultation process.

We bring attention to the following occupations, listed on the **Draft CSOL Targeted for Consultation List**, that are essential to the ongoing success and integrity of the poultry meat supply chain.

ANZSCO Code	Occupation	Rationale
121799	Mixed Production Farmer	This role is commonly employed by producers with multiple commodities. It requires a broad knowledge of more than one primary production system and is highly difficult to source.
133512	Production Manager (Manufacturing)	This role is essential to ongoing food safety, product quality and timely delivery of poultry products to consumers. It is particularly fundamental during the processing and value-adding stage of production.
133611	Supply and Distribution Manager	This role ensures the efficient movement of poultry product inbound to markets and for further processing. It is therefore essential to providing consumers with a reliable and timely supply of product.
139916	Quality Assurance Manager	This role is essential within the poultry processing stage of production. It requires supervising HACCP standards to meet regulatory requirements and food safety and quality standards.

234111	Agricultural Consultant	This role provides a range of advice to poultry producers from biosecurity improvements, feed regimes, animal breeding and commercial techniques for improving efficiency.
234114	Agricultural Technician	This role is highly in demand among universities, pharmaceutical companies, and other research and development organisations. Agricultural Technicians lead research projects to improve efficiency and animal health outcomes within the poultry sector. Additionally, these roles are commonly contracted to investigate on farm and processing issues to provide resolutions. Their role helps drive efficiency within the sector.
224914	Supply Chain Analyst	This role oversees the retail distribution of poultry product and addresses inefficiencies within the supply chain to ensure timely delivery to consumers and markets. The impact of climate change on freight systems is requiring more qualified skills in this space, as more complex supply chain challenges occur.
311312	Meat Inspector	Meat Inspectors are essential for assessing product quality and safety. They ensure that meat is safe and suitable for consumption and meets quality standards for exporting.
311113	Animal Husbandry Technician	This role encompasses expert livestock professionals responsible for all stage of the poultry lifecycle including nutrition, monitoring of flock health and routine animal husbandry tasks.
311314	Primary Products Quality Assurance Managers	This role oversees the quality assurance including the application of food safety standards, risk assessment, record keeping to prove regulatory compliance, and preventing defects in poultry products.
311399	Primary Products Inspectors (nec)	Primary product inspectors identify product quality issues and issue advise

		to producers. They also ensure industry compliance with food safety, licensing and other regulations. They also provide advice on hygiene standards at all stages of production and assist with quarantine, biosecurity, and disease management protocols. They play a fundamental role in safeguarding consumer health and poultry welfare.
361311	Veterinarian	Veterinarians are essential for the ongoing care and assessment of poultry flocks. They manage the diagnosis and controlling of disease spread among birds and assist in the treatment of infected flocks. Their role spans across health management, nutrition, environmental sanitation and the research and development space. A surge supply of veterinary skills is essential during an animal disease outbreak.
363299	Senior Livestock Farm Worker (nec)	Senior Livestock Farm Worker (nec) perform a variety of skilled tasks in managing poultry production on a hatchery and on-farm level. They assist in maintaining the health and welfare of poultry flocks, through the monitoring and supervision of production operations. They are also responsible for assisting with the implementation of biosecurity measures and shed sanitation. Cloacal sexers are commonly classified under this occupation, a role which is essential for rapidly identifying the sex of newly hatched chicks.

Additionally, the occupations outlined below have relevance to supporting the operations of the poultry meat supply chain and the research and development capacity of our industry.

ANZSCO Code	Occupation	Rationale
132311	Human Resource Manager	This role plays an essential role in attracting, retaining and developing

		skilled employees within the poultry industry. This role is particularly crucial as the industry grows and expands. Human Resource Managers ensure a well-structured and strategically aligned workforce.
139913	Laboratory Manager	Laboratory Manager play a role in the monitoring and surveillance of pathogens, contaminants, and anti-microbial resistance. From this perspective, their role is fundamental in both the fields of biosecurity and food safety. This role is often employed in the research and development field.
234115	Agronomist	Agronomists are involved in a range of functions with the poultry supply chain. For example, they provide expertise advice on soil and crop production which is crucial for poultry feed and assess/manage agricultural practices for environmental impacts and suggest improvements to producers. Some specialised roles work within in the nutritional analysis space which can assist in improving sustainability and feed conversion rates.
233915	Environmental Engineer	Environmental Engineers are involved in the facility design and maintenance of poultry sheds, hatcheries, breeder farms and processing facilities. They also play a role in lowering the footprint of the poultry industry through identifying areas of inefficiency and implementing effective waste management and conservation strategies. Environmental engineers are essential in reducing emissions, and embedding resilience through engineering sites and systems that compliment surrounding ecosystems.
234522	Zoologist	Zoologists provide a range of contributions to the animal health system, including surveillance of animal diseases such as Avian Influenza among

		wild birds. This is essential for safeguarding chicken meat production.
234599	Life Scientists	Life Scientists contribute significantly to the advancement of the poultry industry by ensuring the optimal health and productivity of the birds, which is fundamental to delivering safe and nutritious poultry products to consumers. Their multidisciplinary approach combines knowledge in biology, genetics, nutrition, and agriculture to address the complex challenges faced by the poultry industry.
234212	Food Technologist	Food technologists play a pivotal role in the value adding side of the supply chain through developing new products to meet consumer food needs. They are also playing a larger role in driving the circular economy through developing new and innovative food types, often reducing food waste.
233411	Electronics Engineer	Electronic engineers contribute to the ongoing innovation of the poultry industry. Their role assistance in the development and maintenance of automated technology and advanced data tracking technologies from hatchery to processing to packaging.
233513	Production Engineer	Production engineers optimise processing and manufacturing techniques to increase efficiency. They also oversee the maintenance of equipment used throughout the poultry production supply chain including automated feeding systems and climate control/ventilation systems.
233913	Biomedical Engineer	Biomedical engineers contribute to the industry's ongoing biosecurity and maintenance of poultry health. They assist in vaccine development and disease prevention control including rapid identification of infectious agents.

		The also assist in enhancing the genetic quality of broilers through research and development. Biomedical engineers also play a role in including natural and synthetic feed additive to improve poultry nutrition and maximise feed efficiency.
234515	Biotechnologist	Expert skills in biotechnology are pivotal for enhancing productivity, and ensuring the health and safety of poultry products. Similar to biomedical engineers, biotechnologists assist in poultry genetic and feed improvement, disease control, and biosecurity.
251312	Occupation Health and Safety Advisor	OHS Advisors are essential in ensuring compliance and managing risk throughout the poultry supply chain. This safeguards the health and safety of workers, the efficiency of production and the reputation of the industry.
263211	ICT Quality Assurance Engineer	Skills in cybersecurity and ICT systems are growing in demand within the poultry industry as monitoring and recording procedures become digitised. ICT quality assurance engineers assist with the maintenance of computer systems and mitigate the risk of data breaches.
312114	Construction Estimator	Construction estimators play a vital role in project planning including managing resources, cost estimation, risk analysis and regulatory compliance of new sites and expansion projects.
342111	Airconditioning and Refrigeration Mechanic	Airconditioning and Refrigeration Mechanics ensure the maintenance of shed cooling and ventilation, and the storage and chilling of poultry meat. This assists in safeguarding human health through safe and correct storage of product as well as optimising shed conditions to maintain broiler welfare.
362712	Irrigation Technician	Irrigation technicians ensure that water is safe and distributed correctly. This is essential within poultry operations as

		water makes up a significant portion of production costs. Correct water maintenance is also essential to prevent disease spread and protecting poultry health.
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The above occupations are referenced in our submission to ANZSCO late last year regarding the update of the ANZSCO classification system to reflect emerging industry needs. We ask JSA to consider this review when deciding on the final CSOL. Not only does the 2024 ANZSCO review provide the most relevant and updated data, but it is also informed by industry feedback on skill needs and classification amendments. We have annexed our submission below to provide further context to our submission.

We particularly draw attention to our response regarding Animal Attendants and Trainers. We have advocated to ANZSCO to include Welfare Officers as a specialised occupation under this classification. In reviewing the CSOL 'Confident Not on List', we note that Animal Attendants and Trainers are included.

We ask that JSA review this decision in the event that ANZSCO considers our feedback and includes 'Welfare Officers' as a specialised occupation under this classification. Welfare Officers offer a highly specialised and essential skillset that are increasing in demand, particularly as animal welfare codes, standards, guidelines, and legislation change on a state, territory, federal and international level.

We trust that JSA will request further feedback from industry regarding this matter.

Finally, we would also like to acknowledge the continued engagement between JSA and ACMF in forming proactive outcomes for industry and we look forward to future collaboration with JSA in developing strategies to support further workforce needs.

If you have any additional questions about the response provided, please contact our [REDACTED]
[REDACTED]

Regards,

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Response ID [REDACTED]

Submitted to ANZSCO comprehensive review - consultation round 3

Submitted on 2023-12-04 [REDACTED]

Introduction

1 What is your first name?

First name:

[REDACTED]

2 What is your last name?

Last name:

[REDACTED]

3 What is your organisation?

Organisation:

Australian Chicken Meat Federation

4 What is your position/title?

Position/title:

[REDACTED]

5 Which state are you located in (or country if overseas)?

ACT

Other country (please specify):

6 What is your email address?

Email: [REDACTED]

7 What is your phone number?

Phone number: [REDACTED]

How did you find out about the Comprehensive review and update of ANZSCO?

Direct approach from another government agency, Stakeholder network

Other (please specify):

Focus area

9 Please select a focus area

Agriculture, forestry and fishing

Occupations that are separately identified in ANZSCO

10 Are there any occupations in your industry, business or workplace that are not accurately described?

Details of occupations in your industry, business or workplace that are not accurately described:

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Yes:

1) ANZSCO 121321 - Poultry Farmer

It is not recognised by ANZSCO that poultry hatcheries are not actually 'farms' in the traditional sense. Hatcheries are more akin to processing facilities, whereby the inputs (eggs) are converted or 'processed' into outputs (day-old chicks). In Australia, there are a total of 20 hatcheries (based on the Department of Agriculture, Fisheries and Forestry's levy-payer register). Each hatchery employs at least 15-20 staff, thereby meeting the ABS cutoff of 300 workers as a minimum to create a standalone unique ANZSCO code. It is proposed that a separate occupation is created for jobs associated with poultry hatcheries, as a point of differentiation from poultry farm jobs. Specifically, that the following occupations are created: Hatchery Poultry Worker, Senior Hatchery Poultry Worker, and Hatchery Poultry Manager. See the response to question 13 for more details.

2) ANZSCO 121321 - Poultry Farmer

It is not recognised by ANZSCO that general poultry farming is very different from commercial meat poultry production. A hobby farmer (including free range) typically has 10-15000 birds under their care; a commercial meat poultry producer would be responsible for approximately 500,000 broiler birds at any one time (with a yearly turnover of several million birds). It is proposed that a specialisation is added under this code for "commercial meat poultry producer"

An example job ad: <https://www.seek.com.au/job/71725076?ref=search-standalone&type=standout#sol=277d2abe4a2741d48876562d4b94394aaa9c7251>

Further, meat poultry production compared to egg production is a completely different industry, hence the specialisation currently under 121321 (egg producer) is not generally applicable to the meat poultry production industry.

The skills required for meat poultry production, different to other specialisations under this category:

- Ability to operate and respond to matter in short time frames – ie. Batch being around 50 days (meeting processor demands, short turnaround) as opposed to 50-60 weeks in other parts of the industry.
- Provide environmental management to optimise shed conditions, ventilation, and grow livestock to meet efficiency requirements and produce optimal bird growth - ie. In depth understanding of shed controllers and optimal environments to foster growth.

- Understanding, knowledge and ability to demonstrate the required husbandry skills associated with the brooding and growing of meat chickens and to meet the welfare standards required
- Focus on compliance, fatigue management, work health and safety, chemical safety, water sanitisation and management, facility capacity and hygiene management. The current inaccurate description means that the complexities of the role "commercial meat poultry producer" are not able to be fully appreciated by those outside of the industry, including job seekers and government policy makers

11 Are there any occupations in your industry, business or workplace for which ANZSCO does not accurately reflect the skill level (1 to 5)?

Occupations which do not accurately reflect the skill level (1 to 5):

Yes – ANZSCO code 121321 (Poultry Farmer).

Currently the code is mostly reflective of the chicken layer (egg) industry, and not the commercial broiler (chicken meat) industry per se. These are two very different industries. Specialisation under this code currently only specifies "Hatchery Manager (poultry)" or "egg producer" which are more aligned with layers, but does not include the meat bird production that is within the scope of this ANZSCO code, specifically "Breeder Farm Manager" and "Broiler Farm Manager". Both these specialisations require skill level 1. A Broiler Farm Manager is responsible for hundreds of thousands of meat chickens under their care (per farm), with typical chicken batches produced in under 50 days. The speciality skills required include leading the health and welfare management of day-old chicks until processing stage; oversight of third party auditing programs; maintaining biosecurity etc.

An example job ad: <https://www.seek.com.au/job/71725076?ref=search-standalone&type=standout#sol=277d2abe4a2741d48876562d4b94394aaa9c7251>

A Breeder Farm Manager is responsible for tens of thousands of pedigree meat chicken breeding stock, per farm, which then flows onto the production of hundreds of thousands of fertile eggs. The specialty skills required include identifying and driving improvement initiatives and operational efficiency programs in meat chicken breeding; monitoring and analysing performance/growth rates and reporting deviations; implementing the highest standards of biosecurity and animal health, and giving husbandry advice to staff.

An example job ad: <https://www.seek.com.au/job/71641061?ref=search-standalone&type=standout#sol=28b838df378939dc9815ac82a05346033800588d>

Inaccurate skill level data that does not capture Broiler Farm Managers or Breeder Farm Managers as specialisations under ANZSCO code 121321 means that the entire meat chicken

production industry is incorrectly captured. The Australian meat chicken industry has a GVP of more than \$3.4billion per annum (approximately 1/3 of the GVP of the Australian beef industry), and approximately 4 times larger than the Australian egg industry (\$830m in 2020). In seeking to differentiate meat chicken farmers from egg farmers, it is utilising the same logic that applied whereby beef cattle and dairy cattle farmers are classed separately in ANZSCO. Further, missing specialisations under ANZSCO code 121321 means that other government departments that rely on this occupation list cannot accurately understand the totality of shortages of Broiler and Breeder Farm Managers in Australia, with potential flow on implications for policies that impact on the industry.

12 Are there any occupations in your industry, business or workplace which we should consider classifying under a different ANZSCO category (e.g. sub-major, minor or unit group)?

Occupations to classify under a different ANZSCO category:

n/a Occupations not separately identified in ANZSCO

13 Are there any occupations in your industry, business or workplace that should be separately identified with a unique code? Occupations that should be separately identified:

Yes

2)Senior Poultry Farm Worker Currently, there is an ANZSCO Code for Senior Livestock Farm Workers reflective of several species (e.g. 363211 beef; 363215 sheep; 363213 dairy; 363214 pig), but oddly not for poultry (currently classed as a specialisation under 363299 Livestock Farm Workers NEC). According to Census (2021) data, which has been used to produce the Skills Insight Workforce Report:

<https://skillsinsight.com.au/wordpress/wpcontent/uploads/2023/10/PUB.LivestockProcessing.SkillsInsightInitialWorkforcePlan.2023.pdf>

There are currently over 2000 poultry farm workers in Australia, and close to 1000 Livestock Farm Workers NEC. It is conceivable that under both occupations (a total pool of approximately 3000 workers), there would be more than 300 workers who would be currently employed as a Senior Poultry Farm Worker (Skill level 3). As such, it stands to reason to create a unique code for this occupation to accurately capture these workers and their skill levels - ideally in the major group 363 category (consistent with other Senior Livestock Farm Workers). Having a unique code would also provide a demonstrable career pathway progression/aspiration for workers in the industry.

Description: Performs skilled tasks on a commercial poultry farm in managing and supervising the breeding, raising, feeding, treatment and welfare of meat chickens or other poultry species

Specialisations: Senior Broiler Farm Worker; Senior Breeder Farm Worker; Senior Poultry Cloacal Sexer (gender determination by a highly skilled method)

2) Animal Welfare Officer Currently, this appears as a specialisation under 361199 Animal Attendants and Trainers NEC, despite Animal Welfare skill sets appearing under multiple training packages (e.g. ACM; AMP; RGR). The Animal Welfare Officer is responsible for matters related to (but not limited to): the care and husbandry of animals; compliance monitoring, auditing and reporting; animal welfare training, and should be in the ANZSCO major group 311. Animal Welfare Officers are becoming increasingly prevalent as an occupation, due to a growing number of government regulations and standards, private standards, independent accreditation programs, and consumer demand-driven requirements as the 'social licence to operate'. This pressure is only expected to increase over time. A simple keyword search on Seek.com for 'animal welfare' yielded more than 700 job ads.

3) Hatchery Poultry Worker, Senior Hatchery Poultry Worker, and Hatchery Poultry Manager It is not recognised by ANZSCO that chicken hatcheries are not actually 'farms' in the traditional sense, and hence not appropriate to be included under the 'Poultry Farmer' or associated occupations, or as a specialisation under these 'farmer' occupations. Hatcheries are more akin to processing facilities, whereby the inputs (fertile eggs) are converted or 'processed' into outputs (day-old chicks). Hatcheries are a critical part of the meat chicken production, responsible for 700m+ chickens produced on an annual basis. In Australia, there are a total of 20 hatcheries (based on the Department of Agriculture, Fisheries and Forestry's levy-payer register). Each hatchery employs at least 15-20 staff, thereby meeting the ABS cutoff of 300 workers as a minimum to create a standalone unique ANZSCO code. It is proposed that a separate occupation is created for jobs associated with poultry hatcheries, as a point of differentiation from poultry farm jobs. Hatchery Poultry Manager - major category 121 Hatchery Poultry Worker - major category 842 Senior Hatchery Poultry Worker - major category 363 4) Poultry Farm Worker - ANZSCO code 842316 Proposed - add a specialisation under this code for "poultry sexer (by feather and/or colour method)"- this is a lower skilled occupation (skill level 4). Role is to perform routine bird gender determination using the feather and/or colour method, which is a simple visual task where workers can generally be trained on the job fairly quickly and achieve a high degree of accuracy. This is a very different method from Senior Poultry Cloacal Sexer (major category 363) which requires a high degree of specialisation and skill.

14 Are there occupations that are emerging, or that you anticipate will emerge, in the next 5 to 10 years in your industry, business or workplace?



Occupations that are emerging:

n/a Other information

15 Is there any other information to help support your submission?

Other information to support submission: Please refer to the Jobs and Skills Council - Skills

Insight submission which provides general support for the ACMF submission

16 Please provide information on any other issues in relation to ANZSCO that have not already been covered in this survey.

Any other issues not already covered: n/a

