

# National Skills Taxonomy Discussion Paper

## National Skills Taxonomy Discussion Paper

DEWR Consult hub

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## 9 Lessons from existing taxonomies

It is essential for Australia (and all nations) to have a means by which to 'measure' the skills needed and the skills their citizenry hold. ANZSCO has a relationship with vocational education courses and qualifications. Such a relationship must be improved and included in a new NST and extended to cover school education and higher education.

## 10 Potential use cases for a National Skills Taxonomy

A well designed NST will extend and improve the value add of the current data collections. Other inadequate taxonomies already have broad usage. We need an improved taxonomy that better supports the uses already being made of various data sets.

My principle concern with existing taxonomies and the proposed NST is that there is much more to our lives than merely employment. We need clear understanding of skills needs and the skills development that takes place at any particular time but there is a danger that such a powerful taxonomy will dilute attention to other critical aspects of human existence; culture, recreation, relationships, enjoyment. I am not sure how such a predominance of a focus on skills and work is to be avoided but I caution that this aspect must be considered.

## 11 Building a National Skills Taxonomy – design considerations

The NST needs to be as granular as is possible and built upwards from a base of skills and knowledge. If we have well defined definitions of skills and associated knowledge these can be aggregated as they relate to occupations and qualifications. Existing taxonomies appear to have been designed the other way around Occupation downwards. I believe this is no longer the best approach. Define skills that humans hold (with associated knowledge) and then build specific collections of these as they support employment in specific jobs / occupations. RSDs must be utilised. Where identifiable levels of proficiency occur these must be defined and included.

## 12 Building a National Skills Taxonomy: Implementation considerations

I will leave this to data specialists to answer beyond saying a NST needs to be dynamic to be of any use.