

National Skills Taxonomy Discussion Paper

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DEWR Consult hub

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9 Lessons from existing taxonomies

core skill competencies are crucial in all working industries and should be retained and improved upon in the new NST. providing cohesion and crossover throughout different industries will enhance and create a more robust and realistic model in the new NST. as modern careers progress between industries it would be hugely beneficial to have transferable skills, qualifications, and accreditations to allow individuals to retain their level of experience and adapt their prior skills to new areas without retraining basics and core foundational skills in order to progress or prove their value.

10 Potential use cases for a National Skills Taxonomy

the NST should add significant value for individuals, employers, and educators by providing a clear framework for identifying and developing essential skills. For individuals, it can guide career planning and personal development; for employers, it ensures a better match between job requirements and workforce capabilities; and for educators, it helps design curricula that are aligned with industry needs. However, potential challenges include the risk of overly rigid skill definitions and the need for constant updates to reflect evolving job markets. The overarching vision for the NST should be to create a dynamic, inclusive, and future-focused system that enhances employability and economic growth. Guiding principles should include adaptability, inclusivity, and transparency, with non-negotiables being accuracy and relevance. When trade-offs are necessary, prioritizing adaptability and relevance ensures the taxonomy remains useful and current.

11 Building a National Skills Taxonomy – design considerations

should incorporate clear and consistent definitions and nomenclature to ensure universal understanding. The structure should include well-defined skill groupings and typologies, allowing for easy navigation and categorization. Granularity is essential, with each skill detailed at a level that is specific enough to be meaningful but broad enough to avoid unnecessary complexity. Each skill should have comprehensive information attached, such as descriptions, relevant industries, and potential career paths. Proficiency levels should be clearly outlined to indicate varying degrees of mastery. Finally, the NST should align with other existing taxonomies to ensure interoperability and consistency across different systems and regions.

12 Building a National Skills Taxonomy: Implementation considerations
the NST should involve a multi-stakeholder approach, including representatives from industry, education, government, and labor organizations. This ensures diverse input and relevance across sectors. The NST should be managed by a dedicated governing body responsible for oversight, coordination, and ensuring compliance with established standards.

A centralized online platform with robust APIs can facilitate integration with other systems, such as educational institutions' curriculum databases, employers' HR systems, and job boards. Additionally, user-friendly interfaces, advanced search capabilities, and data analytics tools will enhance usability and enable stakeholders to leverage the NST effectively for their specific needs.