

National Skills Taxonomy Discussion Paper

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DEWR Consult hub

Response received at:

July 29, 2024 at 01:58 PM GMT+10

Response ID:

sbm2f92bc70e4fc087697a09

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Not answered

9 Lessons from existing taxonomies

Limitations (important to address)

- Inability to identify skills that are new or emerging because of technological, legislative or workplace changes.
- Inability to simply and cohesively identify skills that exist across industries, educational institutes and quality frameworks.
- Absence of clarity as to the meaning or application of the skill specified.
- Language is complex, and/or ambiguous and/or unclear.
- Lack of industry perspective as to th
- The categorisation (i.e level 1-5, colour coding) of skills and their importance to certain roles (important for creating a uniform skills taxonomy where skills are relevant across all sectors, and occupations but have different levels of priority).

Benefits (Important to retain)

- Consideration to the core competency values that exist across all industries.
- Recognition of the 'transferable skillset' and the link to other relative skills.

10 Potential use cases for a National Skills Taxonomy

Where can the NST add best value for employers, individuals and educators:

- Address Skill Shortages: The NST helps fill skill gaps across the labour market.
- Seamless Skill Recognition: It facilitates the identification and recognition of skills required in the labour market.
- Precision in Recruitment: Employers can use the NST to clearly define the skills needed for job roles, streamlining recruitment by aligning job descriptions with qualifications.
- Proactive Workforce Development: The NST identifies skill gaps in the workforce, enabling employers to address these through targeted training or hiring.
- Consistent Skill Definitions: Employers benefit from a consistent language for defining skills, simplifying the evaluation of candidate suitability.
- Educational Alignment: Educators can align their programs with the NST, ensuring

graduates possess relevant skills, thereby enhancing employability outcomes.

- Competency-Based Education: The NST promotes practical, competency-based education that aligns with educational programs.

- Clear Training Pathways: Potential employees gain clarity on skill-based training pathways through the NST, leading to better career outcomes.

Potential unintended consequences:

- Oversimplification: Creating a standardised taxonomy may oversimplify the complexity of skills.

- Skill Gaps : If the NST doesn't accurately capture emerging skills or fails to keep pace with technological advancements, it could exacerbate skill gaps.

- Stakeholder Engagement: Extensive stakeholder engagement is crucial in the NST development process as an absence of suitable engagement may lead to an inadequate National Skills Taxonomy.

- Relationship with the National Digital Skills Passport and migration policy models: The NST must ensure alignment with the Digital Skills Passport and the CSOL where an overlap exists.

- Maintenance and Updates: Regular updates are necessary to reflect changing skill requirements. Without proper maintenance, the NST could become outdated.

- Balancing Granularity: Striking the right balance between complex information(detailed skills) and simplicity (manageable categories) is essential. Too many categories will be overwhelming and difficult for users to navigate.

- The need for qualification requirements to be updated or refined to reflect the NST.

Overarching Vision for the NST:

- Bridging the gap between skill shortages and industry and labour market needs.

- Facilitate recognition of and seamlessly identify the skills required within the labour market.

- Promote accessible and attainable skills, training and qualifications pathways for all individuals.

- Connect education and workforce pathways simply and easily.

- Facilitating productivity within the labour market.

- Enhancing employees access to role and career progression opportunities.

- Promote full employment.

Supplementary Guiding principles

- Collective skills alignment between skills, job requirements (industry needs) and formal and informal qualifications. (non-negotiable).

- The correct identification of skills that exist, are new or emerging (reflective of

technological changes) within the uniform framework (non-negotiable)
-Remove ambiguity as to the definition and classification of skills (non-negotiable)

11 Building a National Skills Taxonomy – design considerations

Not answered

12 Building a National Skills Taxonomy: Implementation considerations

-Promote an open line of communication between industry groups and government to promote the constant development and evolution of the NST.

-Ensure periodic reviews of NST to maintain relevance and useability.

-Web pages and online resources would be advantageous for the implementation of a data quality framework.