

## **Volunteering Tasmania Submission the ANZSCO Comprehensive Review – consultation round 4**

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| Prepared for                | <b>Australian Bureau of Statistics</b>  |
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| About Volunteering Tasmania | As the peak body for Volunteering in Tasmania, we work to see an inclusive, thriving, and celebrated culture of community participation across the state by strengthening and enhancing volunteering through leadership, education, and connection. We work to ensure community-based volunteering is sustained, valued and integral to community resilience and wellbeing. |

## About this submission

This response to the consultation survey has been adapted from the Volunteering Australia [ANZSCO Comprehensive Review: Brief Guide](#), developed in consultation with the state and territory volunteering peak bodies.

## Background

ANZSCO is the Australian and New Zealand Standard Classification of Occupations. These classifications are used to the collection, publication and analysis of occupation statistics by the Australian Bureau of Statistics (ABS) and are used to describe data for governments, industry, and businesses to inform and shape educational pathways, skilled migration programs and workforce strategies that equip Australians with skills to get jobs and stay employed.

The ANZSCO classifications have been under review since 2022. This consultation – round 4, is the final review and focuses on the structure and layout of the classifications. Previously volunteer leaders/ managers/ coordinators had not been included in the ANZSCO classifications. However following advocacy from the volunteering industry throughout the review, the Occupation code Volunteer Coordinator has been included in the draft classifications. The classification of volunteer coordinator was included over volunteer manager or volunteer leader as the ABS had more data referencing volunteer coordinator as an occupation, however volunteer manager is proposed as an alternative title for this occupation in the draft classifications.

ANZSCO is structured in five hierarchical levels - major group, sub-major group, minor group, unit group and occupation. The categories at the most detailed level of the classification are termed 'occupations'. These are grouped together to form 'unit groups', which in turn are grouped into 'minor groups'. Minor groups are aggregated to form 'sub-major groups' which in turn are aggregated at the highest level to form 'major groups'.

The ABS has proposed to include Volunteer Coordinator as an occupation in the following hierarchy: within Community and Personal Service Workers (Major Group 4), then Community and Welfare Support Workers (Sub-Major Group 41), then Community and Welfare Support Workers (Minor Group 411), then Welfare Support Workers (Unit Group 4116), then Volunteer Coordinator ([Occupation 411636](#)).

However, to best represent the diversity of sectors and the role of volunteer coordinators we recommend the proposed hierarchy structure instead: Community and Personal Service Workers (Major Group 4), then Community and Welfare Support Workers (Sub-Major Group 41), Community and Welfare Support Workers (Minor Group 411), a new Unit Group Volunteer Coordinators (4120), then the new occupation Volunteer Coordinator.

## Survey responses

### 8. How do you or your organisation intend to use the classification?

#### a. Please indicate which levels of the classification hierarchy you use and why (i.e. major group, sub-major group, minor group, unit group, occupation level)

The classification of Volunteer Coordinator is expected to be used at the occupation level to connect relevant employment, training, reporting, and workforce development to the occupation. The classification's hierarchy will impact its intended use. We recommend revising the proposed structure to better represent the skills, progression pathways, and industry diversity of the occupation.

#### Expected usage:

##### **Educational and Training Programs:**

The hierarchy of the classification should be relevant to the skills and qualifications required for the occupation.

**Career Progression and Development:** The hierarchical structure clarifies career pathways. Training programs can be aligned with these pathways to facilitate progression from entry-level positions to more advanced roles.

**Role Definition:** ANZSCO classifications support organisations to clearly define job roles and responsibilities. Aligning job descriptions with ANZSCO codes supports organisations to consistently define roles with industry standards. However, the current classification hierarchy does not accurately reflect the role requirements of leadership, management, and Volunteer Program coordination requirements.

**Workforce Planning and Analysis:** We can use these ANZSCO codes to analyse workforce composition and identify skill gaps within the organisation.

**Compliance and Reporting:** Organisations already using ANZSCO codes for their workforce of volunteer coordinators under a different occupation will be able to accurately classify and report their workforce. This is valuable for government reporting, grants and funding, program management, and industry benchmarking.

#### b. Please describe any constraints to your usage in relation to the specific segment or level of the classification you use (i.e. a particular sub-major group)

The anticipated constraints in usage are tied to the placement of Volunteer Coordinator within the structure and hierarchy. This includes:

**Job Evaluation and Classification:** Organisations can use ANZSCO to evaluate and classify jobs based on their complexity, responsibilities, and required skills, allowing for role comparisons across industries. Volunteer Managers and Volunteer Coordinators are often senior professionals in their organisations.

The ABS has proposed the inclusion of Volunteer Coordinator as an occupation in the hierarchy as follows: Volunteer Coordinator (Occupation 411636) falls under Welfare Support Workers (Unit Group 4116), which is within Community and Welfare Support Workers (Minor Group 411), under Community and Welfare Support Workers (Sub-Major Group 41), and finally under Community and Personal Service Workers (Major Group 4).

According to the occupation description, a Volunteer Coordinator “plans, organises, directs, controls, and coordinates volunteer programs in volunteer-involving organisations.”

While professionally leading and managing volunteers and coordinating programs that involve volunteers is linked to community development and services, the current hierarchy does not accurately reflect this role, as most Volunteer Coordinators are not Welfare Support Workers (Unit Group 4116).

**Career Development and Pathways:** ANZSCO classifications offer a structured framework for career development, helping both industry and individuals understand potential career paths and the skills needed for advancement. For these pathways to be clear, the classification should align with the major, sub-major, minor, and unit groups that best represent the required skills.

While volunteer leadership involves community development and welfare improvement, Volunteer Coordinator roles are situated in a diverse array of sectors and industries. According to the most recent ABS General Social Survey data from 2020,<sup>1</sup> the most common types of organisations volunteers worked for were:

| Type of organisation(s)<br>volunteered for | Persons |
|--|---------|
| Sport and physical recreation              | 39.1%   |
| Religious                                  | 23.3%   |
| Education and Training                     | 21.8%   |
| Parenting, children and youth              | 12.3%   |
| Community/Ethnic groups                    | 11.6%   |
| Health/Welfare                             | 11.6%   |
| Other                                      | 8.1%    |
| Environment/Animal welfare                 | 6.0%    |
| Arts/Heritage                              | 5.1%    |
| Emergency services                         | 4.7%    |
| Business/Professional/Union                | 2.5%    |

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<sup>1</sup> ABS, General Social Survey: Summary Results, Australia, [Provides data on the social characteristics, wellbeing and social experiences of people in Australia](#) (2020).

**9. What is your preferred method of consuming the classification?**

- a. Examples of methods include: Google search, ABS website search, coding tool, API, Excel file, JSON file format, other**

As easy to access as possible - Google Search, ABS website search, Jobs and Skills Search. Excel file useful for comparison, and ability to utilise information for surveys and research.

- b. Please indicate the reasons for using your preferred format/s and consumption method/s and the reasons for your preferred or non-preferred formats'**

Formats that enable simple usage for surveys for industry research would be most preferred.

- c. Please include positive or negative impacts of your preferred method or format**

N/A

**10. Will the new groupings in the draft structure impact the way you or your organisation uses the classification?**

- a. Please indicate if the impact is positive, negative or neutral and why**

The inclusion of Volunteer Coordinator as a new occupation is expected to have a positive impact. However, the current proposed hierarchy may lead to negative outcomes:

- We believe the placement of Volunteer Coordinator under Welfare Support Workers (Unit Group 4116) is not appropriate, as most Volunteer Coordinators do not fall within this category.
- Although Volunteer Coordinators could be classified under other Major Groups, such as Professionals - Major Group 2, we prefer that the new occupation remain in Community and Personal Service Workers - Major Group 4.
- However, we recommend changing the proposed structure and the creation of a new Unit Group for Volunteer Coordinators (4120) to better reflect the diversity of Volunteer Coordinators.
- The proposed hierarchy structure is therefore: Community and Personal Service Workers (Major Group 4), then Community and Welfare Support Workers (Sub-Major Group 41), Community and Welfare Support Workers (Minor Group 411), a new Unit Group Volunteer Coordinators (4120), then the new occupation Volunteer Coordinator. (Or at number 4118 which appears to be missing.)

- b. Please describe which specific groupings in the proposed structure may impact the way you or your organisation use the classification**

The groupings at a major group, sub-major group, minor group, unit group will have an impact of the standing of the occupation.

**11. Do you have any feedback on the proposed web page layout of the classification?**

- a. Please provide any positive or negative impacts the web page layout of the classification might have on your usage**

We disagree with the placement of occupation 411636 Volunteer Coordinator.

If the current hierarchal structure is used in the job search, it is unlikely to be found, as only a limited number of Volunteer Coordinators work specifically in Welfare Support. As discussed in previous responses, Volunteer Coordinators work in many other sectors and are not all Welfare Support Workers.