



Pro forma for SOL 2013 Submission

The Australian Workforce and Productivity Agency (AWPA) is currently updating the **Skilled Occupation List (SOL)** for 2013 and is seeking your input concerning the occupations/industry sectors represented by your organisation. In particular, we are seeking evidence of:

- demand and supply imbalance¹, both nationally and regionally
- medium-to-long term demand and supply trends which may impact upon the employment outlook
- formal licensing or registration requirements

(N.B. For the purposes of this exercise, 'medium-to-long term' is defined as a period of around 2 to 10 years).

Please note that the SOL is concerned *only* with medium-to-long-term skills needs rather than immediate skills shortages. As such, AWPA is only seeking to obtain information on longer term trends, rather than immediate shortages and costs.

1. The industry (or industries), and occupation(s) represented by your organisation, for the purposes of this submission, are:

INDUSTRY/INDUSTRIES

ANZSCO OCCUPATION

2. Are there any occupations that you represent where there is evidence of imbalances in the demand for and supply of skills in the medium-to-long term?

(Can you please provide a quantified estimate of the demand and supply for your nominated occupation(s) out to 2020, if possible)

¹ **Skill demand and supply (im)balance** occurs when the quantity of a given skill supplied by the work force and the quantity demanded by employers diverge at the existing market conditions. Labour market supplies and demands for occupational skills are continuously fluctuating. At a certain point in time, there will be labour market imbalances and accompanying skill imbalances because of the disequilibrium between the demand for and supply of skills.



3. Is there evidence of non-metropolitan imbalances in the demand for and supply of skills in the medium-to-long term?

(If so, can you indicate in what part of Australia and the number in the occupation in over- or under-supply)

4. Are there any occupations which require formal licensing or registration arrangements in order to practice/perform in this occupation?

For example:

- *Midwives are required to register with the nurses board in their state or territory;*
- *Panelbeaters are required to be registered or certified with the state Motor Vehicle Repair Industry Authority*

5. Is your employment sector expected to be impacted by any medium-to-long term trends (excluding costs associated with training, labour hire, and international sponsorship) which will impact upon demand and/or supply?

Please provide evidence (e.g. data source, policy document) which substantiates these claims.

For example:

- *New benchmarks for childcare centres will be introduced by the Australian Government on 1 January 2013, which will mandate increased staff-to-child ratios and higher qualification standards for childcare workers.*



6. Please provide any other information you consider relevant evidence to support your submission

(for example, you may know of some independent studies about your occupation that support your advice to us).

7. Please provide the name, position and contact details of a person within your organisation who is willing to be contacted if any further information or follow-up is required.

All information **(including name and address details)** contained in submissions will be made available to the public on the AWPA website unless you indicate that you would like all or part of your submission to remain in confidence. Automatically generated confidentiality statements in emails do not suffice for this purpose. Respondents who would like part of their submission to remain in confidence should provide this information **marked** as such in a separate attachment. Legal requirements, such as those imposed by the *Freedom of Information Act 1982*, may affect the confidentiality of your submission.

Further comments can be provided below:

