

Strategic View on the Future of Statistical Classifications

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Background

Data and statistics have overlaps in concepts, definitions, classifications and metadata

Limited integration of the many standards, manuals and frameworks hampers responsiveness to emerging user demands

Real-world change is not easily incorporated into the traditional hierarchical structure of statistical classifications

Changes for code patterns, revision cycles, best practice principles and new technology needs to be considered

Need to reconsider the purpose of the classifications and better understand user needs

Understanding the future

- ▶ It is not solely about new tools, platforms, AI or web services
- ▶ Understanding what a classification represents in the 21st century data world
- ▶ Moving away from one size fits-all hierarchies
- ▶ Developed country need has to be secondary to developing country need
- ▶ Reducing complexity
- ▶ Delivering the same with reduced cost, time and process including the use of artificial intelligence
- ▶ Keeping up with the real world and user demand
- ▶ Working collaboratively with users

Technical vision

- ▶ Advance the use of innovative technologies and approaches for cross-referencing and navigating between the various international statistical standards, manuals and classifications
- ▶ Implement new methodologies for managing and describing data, and the categories to which they are classified through greater uptake of semantic web technology
- ▶ Allow digital integration with well-established library and other vocabularies, taxonomies and ontologies, to improve cross-disciplinary search capabilities of digitized documents
- ▶ Reduce cost, resource and time for undertaking revisions of classifications and standards
- ▶ Be more responsive, dynamic and relevant

Case Study: New Zealand: Occupation - Background

- ▶ Occupations classified to ANZSCO since 2006 - a joint Australian and New Zealand classification - updated 2008, 2013 and 2019 (skills only)
- ▶ ANZSCO is significantly dated as the labour market has changed significantly
- ▶ Over last 20+ years the national and user contexts have changed:
 - ▶ ANZSCO is no longer representative of the New Zealand labour market
 - ▶ Australia and New Zealand have differing need and priorities
 - ▶ Joint classifications reviews are challenging and require substantial resourcing
 - ▶ Classification hierarchy no longer relevant or appropriate
- ▶ Exemplified by:
 - ▶ Growth of digital skills occupations and skill changes generally
 - ▶ Technology changes
 - ▶ Sectoral differences between the two countries e.g aged care, agriculture
 - ▶ Differences in employment and contract legislation and practices
 - ▶ Skilled migration differences

Case Study: New Zealand: Occupation - Challenges

- ▶ Difficulty of maintaining a joint classification including:
 - ▶ undertaking consultation with stakeholders in two countries
 - ▶ agreement on actions within and between the statistical agencies
 - ▶ competing strategic drivers and needs both within the statistical agencies and across the national data systems, including legislative and political drivers
 - ▶ conflicting or competing survey timelines, including different census cycles that result in conflicts in the availability of current and comparable census data
 - ▶ tendency for revisions to align with Australian funding and timing; historically they are not initiated by New Zealand
 - ▶ restricting ability to make changes to address New Zealand-specific data needs, particularly in relation to te ao Māori
 - ▶ competing skill needs and technology/process differences

Case Study: New Zealand: Occupation - Other Issues

- ▶ NZ and Australia are similar in occupations and skills but not identical
- ▶ Value of joint classifications has diminished due to technological changes
- ▶ Unique NZ occupations not covered and stakeholders wanting a more New Zealand oriented classification
- ▶ Limited te ao Māori/Kaupapa Māori occupations
- ▶ In 2021 and 2022 Australian commenced targeted updates of ANZSCO - NZ did not join
- ▶ In 2023 Australian got \$24m to comprehensively revise ANZSCO and NZ couldn't join
- ▶ Maintain alignment between the two countries whilst moving to national classifications
- ▶ NOL and OSCA released in November and December 2024 respectively

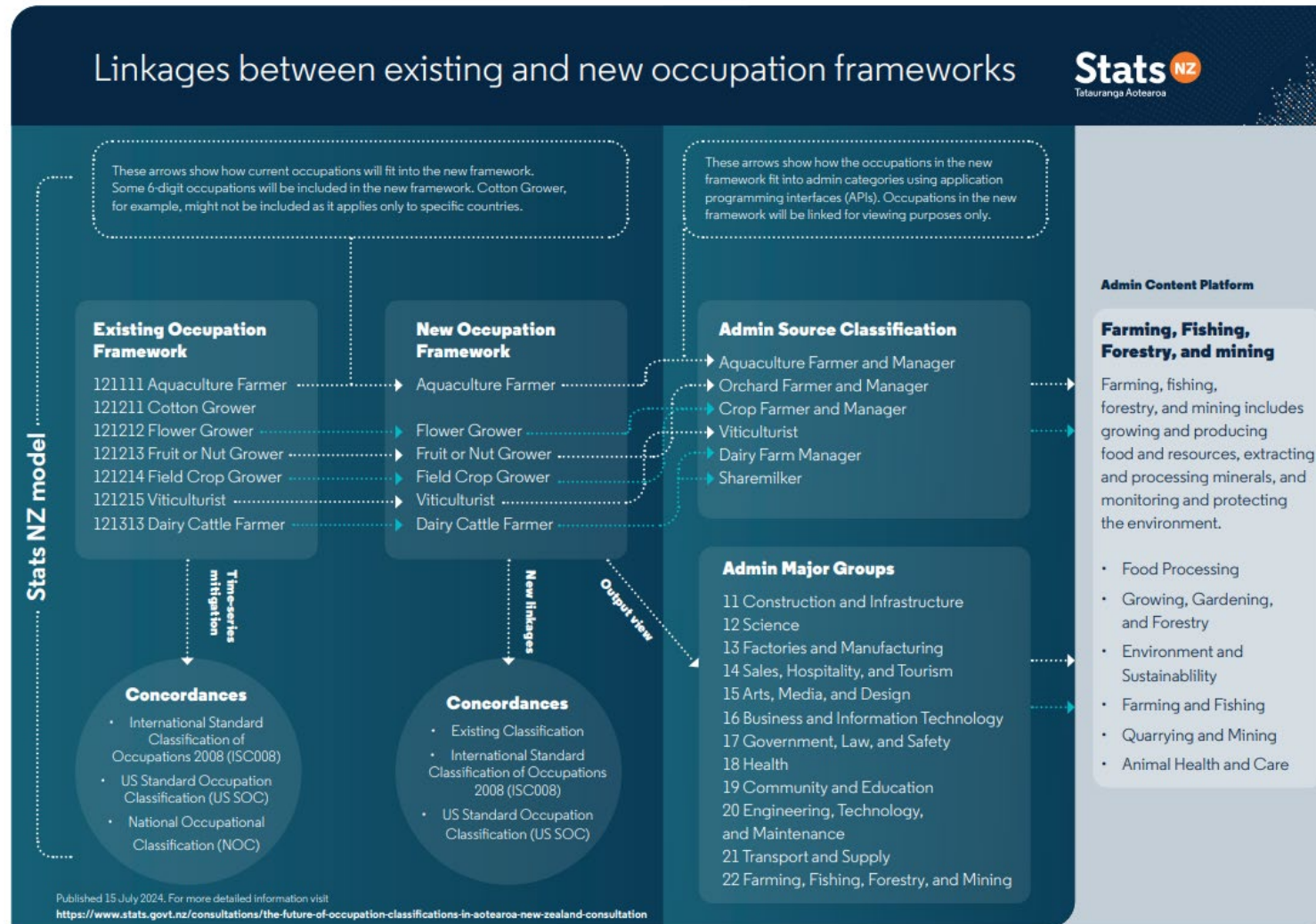
Case Study: New Zealand: Occupation - Modernising

- ▶ Move from hierarchy (ANZSCO) to flat list (National Occupation List NOL)
- ▶ Benefits and opportunities of developing a new flat list means:
 - ▶ A list that is vastly more responsive, flexible, and much quicker, easier, and cost effective to update
 - ▶ A better reflection of New Zealand's labour market as prescribed by users/industry
 - ▶ Easier alignment to ensure international comparability and continue to enable close comparisons across New Zealand and Australian labour markets
 - ▶ Leveraging technology to integrate other data/information sources to improve content - Ariā (Stats NZ) to Tahatū (Tertiary Education Commission) Careers platform
 - ▶ The flat list approach also allows for standardised or sectoral output views
 - ▶ User driven approach and fixed version release cycle

Case Study: New Zealand: Occupation - Benefits


- ▶ Key benefits are:
 - ▶ more visibility of New Zealand content and kaupapa Māori occupations
 - ▶ increased adaptability and flexibility to reflect a user-driven approach including customised views and outputs
 - ▶ minimal duplication and more frequent change and use of emerging technology
 - ▶ better representation of important sectors in the New Zealand economy and labour market and occupations relevant to small businesses
 - ▶ greater visibility of occupations that are on Immigration NZ's Green List
 - ▶ better data to inform current policy and decision-making on skill gaps and growing skill needs across the labour market
 - ▶ improved submission and feedback processes

Case Study: New Zealand: Occupation - Base Model



Case Study: New Zealand: Old and New

Stats NZ
Tāhūranga Aotearoa

Aria
Your Concept and Classification Management System

Concepts

Classifications

Concordances

Standards

Aria

Classifications

Info

Abbreviation ANZSCO

Audience OSS

Lifecycle Retired

Version 1.3.0

Valid from 29-Oct-2019

Valid to 20-Nov-2024

Last update 07-03-2025 09:27:48

Levels

Levels 5 (1548 Codes)

Major Group 9

Sub-Major Group 44

Minor Group 99

Unit Group 361

Occupation 1035

Codefile headers

ANZSCO v1.3 (3 digit)

ANZSCO v1.3 (6 Digit)

Related classifications

Derived classifications

ANZSCO_Health Hierarchic Vie...

Simple views

ANZSCO_Health Hierarchic Vie...

Australian and New Zealand Standard Classification of Occupations V1.3.0

Overview Browse Advanced Discussion

1 Managers [4]

11 Chief Executives, General Managers and Legislators [1]

12 Farmers and Farm Managers [1]

121 Farmers and Farm Managers [4]

1211 Aquaculture Farmers [1]

12111 Aquaculture Farmer

1212 Crop Farmers [10]

12121 Cotton Grower

12122 Flower Grower

12123 Fruit or Nut Grower

12124 Grain, Oilseed or Pasture Grower / Field Crop Grower

12125 Grape Grower

12126 Mixed Crop Farmer

12127 Sugar Cane Grower

12128 Turf Grower

121221 Vegetable Grower (Aus) / Market Gardener (NZ)

121299 Crop Farmers nec

1213 Livestock Farmers [11]

1214 Mixed Crop and Livestock Farmers [1]

121213. Fruit or Nut Grower

Labels Synonyms (22) Mappings Definition

Definition

Plans, organises, controls, coordinates and performs farming operations to grow fruit and nuts.


Specialisation:

Market Gardener (Fruit) (Aus)

Olive Grower

Orchardist

Stats NZ
Tāhūranga Aotearoa

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Abbreviation NOL

Audience OSS

Lifecycle Released

Version 1.0.0

Valid from 20-Nov-2024

Last update 30-04-2025 13:30:33

Levels

Levels 1 (1292 Codes)

Occupation Cat... 1292

Codefile headers

National Occupation Code File

Related classifications

Other classifications

Australian and New Zealand St...

NOL Alternative View - Agricultu...

NOL View (ANZSCO Major Grou...

NOL View (ANZSCO Minor Grou...

NOL View (ANZSCO Sub-Major ...

NOL View (ANZSCO Unit Groups...

NOL View Occupation by Skill L...

111111 Chief Executive or Managing Director

111211 Corporate General Manager

111212 Defence Force Senior Officer

111311 Local Government Legislator

111312 Member of Parliament

121111 Aquaculture Farmer

121112 Aquaculture Farm Manager

121212 Flower Production Grower

121213 Fruit Production Owner

121214 Field Crop Grower

121215 Grape Grower

121216 Mixed Crop Farmer

121221 Outdoor Crop Production Owner

121222 Mixed Crop Farm Manager

121223 Indoor Crop Production Owner

121224 Fruit Production Manager

121225 Indoor Crop Production Manager

121226 Outdoor Crop Production Manager

121227 Horticulture Post-Harvest Owner

121213. Fruit Production Owner

Labels Synonyms (21) Mappings Definition

Definition

Tahatū Link (TBA when available)

Bachelor degree or higher qualification, or at least five years of relevant experience may substitute for the formal qualification (NZQCF Level 7-10/NOL Skill Level 1).

Owns an orchard or berry farm, performs managerial tasks to run the business, may perform various growing tasks throughout the lifecycle of a plant(s).

Tahatū
Career Navigator

Search

Get inspired

Kia whakaohoho

School and NCEA

Kura

Study and training

Ako

Work

Mahi

Plan your future

Whakamahere ā mua

My kete

Home > Work > Explore career ideas > Growing, gardening and forestry

Save to kete

Orchard farmer and manager

Kaipāmu me te kaiwhakahaere uru huarākau

Also known as

Fruit or nut grower, orchardist, orchard operations manager, fruit production manager, pipfruit grower, citrus grower, berry grower

Orchard farmers and managers plan and manage fruit and nut production in orchards.

► [Aria](#)

Conclusion

- ▶ Traditional methods for development, revision, maintenance and implementation no longer work
- ▶ Dynamic and real-time change can be implemented whilst maintaining continuity
- ▶ Revision cycles are not the way forward any more because of resource constraints for national statistical offices
- ▶ Working more collaboratively with users and having regular conversations with them is better than formal consultation processes
- ▶ Technology is our friend and it is about reducing the 'human' component
- ▶ Classifications aren't disappearing - they are just rebranding and adapting to a 21st century social media world

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