Pro forma for SOL 2012 Submission

Skills Australia is currently updating the Skilled Occupations List (SOL) for 2012 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
- new and emerging occupational areas.

¹Skill demand and supply (im)balance occurs when the quantity of a given skill supplied by the workforce 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.

(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, Skills Australia 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 are:

- The Planning Industry.

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<tr>
<th>ANZSCO</th>
<th>Occupation</th>
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<tr>
<td>232611</td>
<td>Urban and Regional Planners</td>
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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 occupation out to 2020, if possible)

Trevor Budge (2009)* identifies that the critical shortage of planners and the retention issues within the profession and the growing concerns about the match between the planning education, practical professional development and coping skills of young planners is a major reason for the departure of planners with 1-5 years experience (PIA 2004).


However PIA is unable to give a quantified estimate as we have insufficient national data to do so.
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)

Anecdotally, there is still a shortage of skilled urban and regional planners outside of metropolitan precincts due to competing pressures placed on them to undertake their workload in limited timeframes with limited resources, thus many are leaving to reside and work in metropolitan areas instead.

The mismatching of skills to workplace positions is also an issue.

Further quantifiable and qualitative national data needs to be obtained to answer this adequately.

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

Certified Practising Planner (CPP) is the designation given to planning professionals who have made a commitment to high standards of practice via PIA accredited professional development courses (similar to the Certified Practicing Accountants (CPA)).

CPP is not a mandatory requirement for planners however some Local and State governments prefer applicants applying for planning positions to be PIA members who have undertaken CPP.

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.

Current changes taking place in Australian higher education will have impacts on planning education, on students and academic communities which will impact upon demand and supply of planning professionals and only time will tell whether it will be favourable or negative on the profession.

The notable ‘lag effect’ for the profession runs around 3-10 years and the results of altering any university undergraduate intake is approximately 6 years for a qualified planner to be fully productive. This results in almost perpetual in balance between supply and demand in the profession.

6. Are there any occupations in new and emerging areas within your sector that are not currently captured adequately by ANZSCO (i.e. the Australian and New Zealand Standard Classification of Occupations)?

If so, please provide information on:

a) the nature of the occupation;

b) the number of people working in this occupation;

c) what qualifications and/or licensing requirements are required to perform this occupation; and

d) the factors that are driving demand for this occupation (e.g. technological innovation).

Industry disciplines that fall under the PIA banner of planning professionals include:

- Social Planners
- Environmental Planners
- Economic Planners
- Law Planners
- Transport Planners
- Urban Design Planners
These industry disciplines were established to meet the complex and challenging issues facing global, regional and local communities that impact on design, strategy and policy, community and the environment in the planning arena.

7. **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 supports your advice to us).

Australia is facing a series of significant and complex global, regional and local challenges that impact on our society, the environment and the economy. Planning is integral to how Australia responds to major challenges such as:

- Climate change mitigation, adaptation and building community resilience
- Population growth and demographic change
- Resource scarcity, peak oil, food security and biodiversity loss
- Population health, and
- Housing affording

Planning in all sectors can and must play a key role to support and facilitate solutions to these issues and it will require further planners with specific skills sets to engage in these areas. By taking these specific planners out of their everyday workplace to undertake specialised projects, will leave a shortage of planners to fulfil everyday requirements in either the public, private or academic planning realm.

As stated previously, PIA does not currently hold sufficient data to predict and cost the medium to long term range impacts for the demand and supply of the planning profession however the balance is always out with the supply and demand needed.

Strategically, this is a huge problem for PIA and the planning profession.

8. **In the interests of transparency, does your organisation agree to post this submission on the Skills Australia website:**
   Yes [x] No [ ]
9. 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.

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