

Training Management Guideline September 2023

Women in Non-Traditional Roles Example Occupations

Women in non-traditional roles target is to demonstrate women employed in both the non-trade and trade occupations/roles where women represent less than 25% of the occupational workforce and where most of their time is spent on site or site-related activities, including off-site construction activities contributing to the project. For example, drafting, environmental or construction management, or professional occupations such as civil engineers. Includes women undertaking and employed in non-traditional traineeships and apprenticeships.

Note: Women working as traffic controllers are not considered a non-traditional role.

Table 1. Examples of Women in Non-Traditional Roles Occupations

ANZSCO Code	6-digit level OCCP Occupation
334112	Airconditioning and Mechanical Services Plumber
342111	Airconditioning and Refrigeration Mechanic
362212	Arborist
721212	Backhoe Operator
712911	Boiler or Engine Operator
331111	Bricklayer
821111	Builder's Labourer
312999	Building and Engineering Technicians nec
312112	Building Associate
312113	Building Inspector
821411	Building Insulation Installer
712912	Bulk Materials Handling Plant Operator

ANZSCO Code	6-digit level OCCP Occupation
721213	Bulldozer Operator
394111	Cabinetmaker
342411	Cabler (Data and Telecommunications)
331212	Carpenter
331211	Carpenter and Joiner
811611	Carpet Cleaner
839911	Cement and Concrete Plant Worker
712913	Cement Production Plant Operator
111111	Chief Executive or Managing Director
135111	Chief Information Officer
233211	Civil Engineer
312211	Civil Engineering Draftsperson
312212	Civil Engineering Technician
839913	Clay Processing Factory Worker
711111	Clay Products Machine Operator
711199	Clay, Concrete, Glass and Stone Processing Machine Operators nec
712914	Concrete Batching Plant Operator
711112	Concrete Products Machine Operator
712915	Concrete Pump Operator
821211	Concreter
312114	Construction Estimator

ANZSCO Code	6-digit level OCCP Occupation
133111	Construction Project Manager
821711	Construction Rigger
821911	Crane Chaser
712111	Crane, Hoist or Lift Operator
732111	Delivery Driver
321212	Diesel Motor Mechanic
821112	Drainage, Sewerage and Stormwater Labourer
334113	Drainer
712211	Driller
821912	Driller's Assistant
821113	Earthmoving Labourer
721211	Earthmoving Plant Operator (General)
233311	Electrical Engineer
312311	Electrical Engineering Draftsperson
312312	Electrical Engineering Technician
342211	Electrical Linesworker
899914	Electrical or Telecommunications Trades Assistant
341111	Electrician (General)
341112	Electrician (Special Class)
312411	Electronic Engineering Draftsperson
312412	Electronic Engineering Technician

ANZSCO Code	6-digit level OCCP Occupation
342313	Electronic Equipment Trades Worker
342314	Electronic Instrument Trades Worker (General)
342315	Electronic Instrument Trades Worker (Special Class)
233411	Electronics Engineer
322112	Electroplater
133211	Engineering Manager
323411	Engineering Patternmaker
712311	Engineering Production Worker
233999	Engineering Professionals nec
233914	Engineering Technologist
721214	Excavator Operator
149913	Facilities Manager
821311	Fencer
333211	Fibrous Plasterer
399918	Fire Protection Equipment Technician
323211	Fitter (General)
323212	Fitter and Turner
323213	Fitter-Welder
332111	Floor Finisher
721311	Forklift Driver
891111	Freight Handler (Rail or Road)

ANZSCO Code	6-digit level OCCP Occupation
841411	Garden Labourer
362211	Gardener (General)
334114	Gasfitter
234412	Geophysicist
233212	Geotechnical Engineer
839916	Glass Processing Worker
711113	Glass Production Machine Operator
333111	Glazier
721215	Grader Operator
313111	Hardware Technician
233511	Industrial Engineer
711211	Industrial Spraypainter
331213	Joiner
899999	Labourers nec
821913	Lagger
362213	Landscape Gardener
341113	Lift Mechanic
721912	Linemarker
721216	Loader Operator
721112	Logging Plant Operator
711999	Machine Operators nec

ANZSCO Code	6-digit level OCCP Occupation
312911	Maintenance Planner
233512	Mechanical Engineer
312511	Mechanical Engineering Draftsperson
312512	Mechanical Engineering Technician
899916	Mechanic's Assistant
322114	Metal Casting Trades Worker
839111	Metal Engineering Process Worker
322311	Metal Fabricator
323299	Metal Fitters and Machinists nec
323214	Metal Machinist (First Class)
322115	Metal Polisher
721999	Mobile Plant Operators nec
321211	Motor Mechanic (General)
899411	Motor Vehicle Parts and Accessories Fitter (General)
332211	Painting Trades Worker
821511	Paving and Surfacing Labourer
721913	Paving Plant Operator
711511	Plastic Cablemaking Machine Operator
711512	Plastic Compounding and Reclamation Machine Operator
711599	Plastics and Rubber Production Machine Operators nec
711513	Plastics Fabricator or Welder

ANZSCO Code	6-digit level OCCP Occupation
711514	Plastics Production Machine Operator (General)
334111	Plumber (General)
821114	Plumber's Assistant
312115	Plumbing Inspector
322312	Pressure Welder
133512	Production Manager (Manufacturing)
233513	Production or Plant Engineer
133112	Project Builder
233213	Quantity Surveyor
899414	Radiator Repairer
313211	Radiocommunications Technician
712917	Railway Signal Operator
721914	Railway Track Plant Operator
821611	Railway Track Worker
711515	Reinforced Plastic and Composite Production Worker
721915	Road Roller Operator
334115	Roof Plumber
333311	Roof Tiler
312611	Safety Inspector
711913	Sand Blaster
839412	Sawmill or Timber Yard Worker

ANZSCO Code	6-digit level OCCP Occupation
821712	Scaffolder
442217	Security Officer
322211	Sheetmetal Trades Worker
712213	Shot Firer
899918	Sign Erector
321214	Small Engine Mechanic
333212	Solid Plasterer
712999	Stationary Plant Operators nec
821713	Steel Fixer
711114	Stone Processing Machine Operator
331112	Stonemason
233214	Structural Engineer
821714	Structural Steel Erector
133611	Supply and Distribution Manager
312116	Surveying or Spatial Science Technician
232212	Surveyor
821915	Surveyor's Assistant
733114	Tanker Driver
342212	Technical Cable Jointer
399999	Technicians and Trades Workers nec
342412	Telecommunications Cable Jointer

ANZSCO Code	6-digit level OCCP Occupation
263311	Telecommunications Engineer
313212	Telecommunications Field Engineer
342413	Telecommunications Linesworker
263312	Telecommunications Network Engineer
313213	Telecommunications Network Planner
313214	Telecommunications Technical Officer or Technologist
342414	Telecommunications Technician
323412	Toolmaker
712918	Train Controller
731311	Train Driver
599517	Train Examiner
233215	Transport Engineer
733111	Truck Driver (General)
891112	Truck Driver's Offsider
899415	Tyre Fitter
333411	Wall and Floor Tiler
712921	Waste Water or Water Plant Operator
322313	Welder (First Class)
839413	Wood and Wood Products Factory Worker
394213	Wood Machinist
394299	Wood Machinists and Other Wood Trades Workers nec

ANZSCO Code	6-digit level OCCP Occupation
394214	Wood Turner

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