



Australian Government



National
Careers
Institute

AUSTRALIAN JOBS 2022



CONTENTS

■ Job search and skills

Finding a job	4
What you offer	6
Winning the job	7
Emerging and trending skills	8
Skills for the future	10
Education and employment	12
Vocational education and training	14
Higher Education	15

■ Response to COVID-19

National Overview	16
-------------------	----

■ Jobs by location

New South Wales	18
Victoria	19
Queensland	20
South Australia	21
Western Australia	22
Tasmania	23
Northern Territory	24
Australian Capital Territory	25

■ Jobs by industry

Health care and social assistance	27
Education and training	27
Construction	28
Manufacturing	28
Professional, scientific and technical services	29
Financial and insurance service	29
Retail trade	30
Wholesale trade	30
Mining	31
Agriculture, forestry and fishing	31
Accommodation and food service	32
Arts and recreation services	32
Transport, postal and warehousing	33
Electricity, gas, water and waste	33
Administrative and support	34
Public administration and safety	34
Information media and telecommunications	35
Rental, hiring and real estate	35

■ Jobs by occupation

Managers	37
Professionals	38
Technicians and trade workers	39
Community and personal service workers	40
Clerical and administrative workers	41
Sales workers	41
Machinery operators and drivers	42
Labourers	42

■ National Careers Institute

Plan for the future	43
yourcareer.gov.au	45

■ Occupational matrix

Guide to the occupation matrix	46
--------------------------------	----

■ Glossary

56

■ Useful links

57

INTRODUCTION

Welcome to the 2022 edition of Australian Jobs. This publication provides an overview of trends in the Australian labour market to support job seekers, employment service providers, career practitioners, those considering future training and people interested in labour market issues.

HOW TO USE AUSTRALIAN JOBS

Australian Jobs 2022 is designed to step you through all aspects of the labour market. The COVID-19 pandemic has had a significant impact on the labour market and there is now more competition for jobs.

Accordingly, it is more important than ever to understand what employers are looking for and to gain an understanding of the labour market that you are moving into.

The publication opens with advice on finding and applying for work, and how to win a job once you have applied. This is followed by an exploration of skills emerging in the workforce as an increasing priority and the types of skills that can be transferred between different occupations.

The second half of the publication provides an overview of Australia's diverse labour markets. The story of COVID-19, its impact on the labour market and the subsequent recovery is detailed for each state and territory. Comprehensive analysis outlining employment opportunities across industries and occupations is also provided.

Information about the National Careers Institute (NCI), starts at **page 43**. The NCI works to ensure people at every age or career stage have access to authoritative and accurate careers information and support. Read on to learn about the various products and services available to get you connected to further education, training or work options to support your career needs or goals.

It is important to remember that the labour market can change quickly. It isn't easy to forecast future labour market conditions and it isn't recommended to base employment and training decisions solely on predicted shortages. It is far better to train in an area in which you have an interest and aptitude, than to choose a career solely based on expectations about future conditions.

Sometimes, though, while occupations can be in high demand, job seekers can still face significant competition for positions. Conversely, employers sometimes have difficulty recruiting for occupations which have limited growth or are in decline.

More detailed information is available online. Websites that offer additional information include:

- Jobs and Skills Australia (jobsandskills.gov.au)
- National Careers Institute (dewr.gov.au/nci)
- Labour Market Information Portal (lmip.gov.au)
- Your Career (yourcareer.gov.au).

This publication is also reproduced on the Your Career website.

In November 2022, Jobs and Skills Australia (JSA) was established to provide independent advice on current, emerging and future workforce, skills and training needs.

Building on the work of the National Skills Commission (NSC), Jobs and Skills Australia will also focus on workforce planning and developing closer partnerships with state and territory governments, unions, industry and education providers.

There is a range of government assistance available to help you get workplace experience, gain skills through education and training, and find the right job. More information about the assistance available is provided on the Department of Employment and Workplace Relations website at dewr.gov.au.

Inquiries about Australian Jobs should be directed to nci@dewr.gov.au.

The contents of Australian Jobs 2022 are based on information available at the time of publication. Over time, the reliability of the data and analysis may diminish. The Commonwealth, its officers, employees and agents do not accept responsibility for any inaccuracies contained in the report or for any negligence in the compilation of the report and disclaim liability for any loss suffered by any person arising from the use of this report. Labour market information must be used cautiously as employment prospects can change over time and vary by region. It is important in making and assessing career choices to consider all factors, including interest and aptitudes, remuneration and expectations, and the requirements of occupations.

We want your feedback!
Scan the QR code below to
complete a 2 minute survey.



ACKNOWLEDGMENT

The Department of Employment and Workplace Relations acknowledges the traditional owners and custodians of country throughout Australia and acknowledges their continuing connection to land, water and community. We pay our respects to the people, the cultures and the Elders past, present and emerging. Department of Employment and Workplace Relations acknowledges diversity and respectfully uses the term 'Aboriginal and/or Torres Strait Islander peoples' throughout this document.

FINDING A JOB

The first step on the road to employment is to find out what jobs are available. But where are jobs listed? Employers often use a number of methods to find candidates and below are some of the most common methods used.



72%

Internet

Many employers use the internet to advertise jobs. This includes their own company website, or job search websites like Australian Job Search.

of jobs are advertised on recruitment and company websites

HOT TIP

Tailor your resume and application for each different job you apply for. This helps you stand out from others who may use the same resume and application every time.

24%

Social media

More and more employers are using social media to hire workers. Look out for ads posted on business pages or in Facebook job groups.

of jobs are advertised on social media



HOT TIP

If you are contacting an employer or business for work on Facebook, make sure your public profile is presentable! Employers often look at profiles to review potential employees.

Ask friends, family and former co-workers if they know of any work available.



4%

Newspapers

Don't forget about the humble newspaper – some employers still advertise their job openings in the classifieds section.

of jobs are advertised in newspapers

HOT TIP

Keep an eye out for jobs posted in your local newspaper, especially if you live in a regional area.

29%

Word-of-mouth

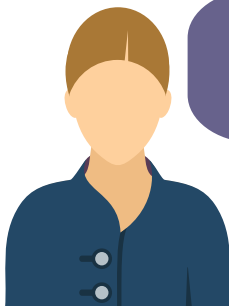
Employers often ask people they know to 'spread the word' about an available position, or even ask current staff if they know someone who would fit the role.

of jobs are promoted by word-of-mouth

HOT TIP

Meeting and talking to employers is a chance to make a good impression. Showing enthusiasm in person gives you a better chance at a job over someone who simply drops off their resume.

Not all jobs are advertised! Don't forget to approach employers directly as well!



Approach employers

Many job seekers approach employers to ask if they have any jobs open or to drop off their resume. Employers often consider these job seekers for current or future opportunities.

WHAT EMPLOYERS ARE LOOKING FOR

The labour market is constantly evolving. The early impacts of the COVID-19 pandemic and border closures resulted in fewer jobs being advertised and strong competition for jobs.

More recently, the Australian jobs market is experiencing widespread skill shortages. Three quarters of recruiting employers were having trouble recruiting in July 2022 and employers were taking longer to fill their vacant positions¹.

Regardless of these challenges, employers are still looking for a person who is the right fit for their job and business. Generally, employers are looking for someone with the whole package: the right educational qualifications are essential and work experience is often a pre-requisite. Also, do not forget your employability skills! Employers may be willing to compromise on some aspects, depending on the type of job, but not on others. For example, an employer may hire someone as a Checkout Operator without any work experience but will insist on good teamwork and communication skills.

EDUCATION AND TRAINING

Overall, work is becoming more highly skilled. Most of the jobs in the future will require a Vocational Education and Training (VET) or university qualification. The workforce has also become more skilled. In 2021, over two-thirds of Australians aged 20-64 years (69% or 10.4 million people) had a non-school qualification (a certificate, diploma, or degree). This has increased from 57% or 6.7 million people in 2005².

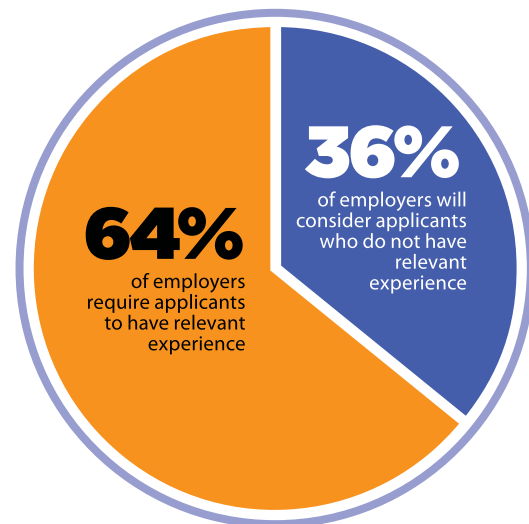
Labour market outcomes improve for those that have gone on to further post-school education.

University is not the only pathway to a good job. Apprenticeships, traineeships, diplomas, or Certificate III or IV level qualifications will also set you up for a stable and rewarding career. Don't do training for the sake of it! If you are considering a VET course or qualification, the best type of training is related to the job you want to do.

In response to COVID-19, new short courses, or 'micro-credentials', are also available to help you upskill (check out courseseeker.edu.au or your local VET provider to search and compare available courses).

EXPERIENCE

Workplace experience is another important quality highlighted in the results of the National Skills Commission's (NSC) employer survey. All jobs will give you valuable experience and help you develop vital employability skills. Regardless of the job, you will gain an understanding of what is expected in the workplace and be able to demonstrate to employers that you are committed to work, reliable and trustworthy. Most importantly, it gives you a foot in the door and provides you with an opportunity to build your network and gain referees. Experience can be gained through part-time, casual, or temporary jobs, work experience placements, internships or even by volunteering.



WHAT IF YOU DO NOT HAVE ANY WORK EXPERIENCE?

If you don't have any work experience, think about other ways to demonstrate your transferable skills. You could provide examples from your school activities or work on group projects, working with your local sports club, even participating in debating, theatre or dance performances or chess competitions.

Employers are also very encouraged by young people who participate in the community or volunteering activities.

Some employers do not require applicants to have prior work experience for the job they have advertised. Some recent examples include employers recruiting Checkout Operators and Office Cashiers, Other Factory Process Workers, Housekeepers, and Sales Assistants.

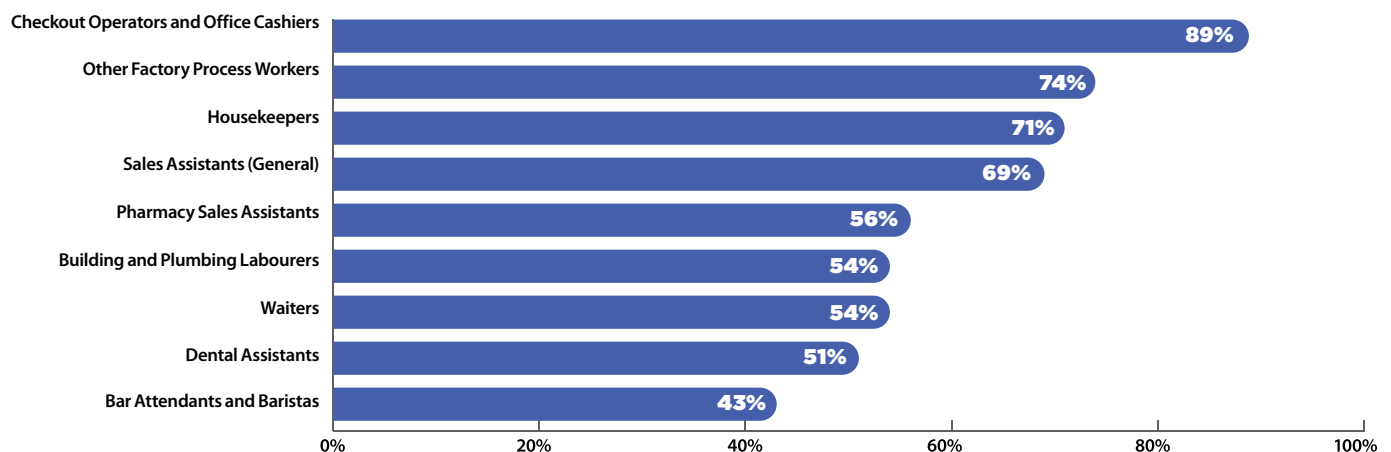


Figure 1: Proportion of recruiting employers who did not require relevant work experience, selected occupations (FY 2021/22).³

1. National Skill Commission, Recruitment Experiences and Outlook Survey, weighted data, 2022.
 2. ABS, Education and Work, Australia, May 2021.

3. National Skills Commission, Recruitment Experiences and Outlook Survey, 2021-22 (based on employers who had recruited in the previous 3 months).
 4. Source: ABS, 2021 Census, Australia

WHAT YOU OFFER

CORE COMPETENCIES

Core competencies are the basic building blocks common across most occupations and industries. They decide a set of non-specialist skills gained in early life and schooling and provide a base to further develop skills and specialities. Popular terms for these include 'foundation skills', 'common skills', 'soft skills', 'core skills', 'employability skills' and '21st century skills'.

Employers often place a high value on these as they want someone who will be a good fit for their business. While you can gain these skills through work experience, they are not job-specific, cover a range of personal qualities and skills, and transfer across different occupations and industries.

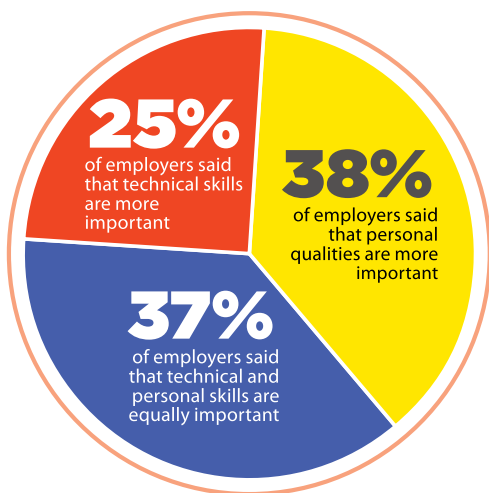
CORE SKILLS

People skills	Communication skills
Work ethic	Initiative
Ability to work in a team	Personal presentation
Reliability and punctuality	Customer service
A positive attitude and motivation	

21ST CENTURY SKILLS

Problem solving	Digital literacy
Creativity	Presenting skills
Critical thinking	Financial literacy

Research by the NSC highlights the importance of these skills, showing that three quarters of employers consider personal qualities at least as important as, if not more than, technical skills¹.



Even though all employers are unique and place emphasis on different attributes, they will not compromise on employability skills specific to their job requirements. Feedback from employers shows that they can teach someone to use a machine, for example, but they cannot teach someone to be reliable or have good communications skills.

YOU NEED AN EXCELLENT RESUME AND JOB APPLICATION

Your resume and application are often your first chance to market yourself to potential employers.

To improve your chances of reaching the next stage in the recruitment process, your application will need to stand out.

How do you do this?

- Research the business and job. This will help you tailor your application and show your interest in the position.
- Ring the employer and ask questions about the job and the business. This will help you understand the position and also demonstrates your enthusiasm and means the employer may remember you and look out for your application.
- Be succinct. Your application and resume should be around 1-2 pages each.
- If possible, include examples from your current job, work history or extracurricular activities and explain how these directly relate to the position on offer.
- Double and triple-check that there are no spelling or grammatical errors in your application.

TAILOR YOUR APPLICATION TO EACH JOB

Every job and business is different, so write your application specifically for each job. Do not fall into the trap of using generic applications: imagine what an employer would think if they receive an application suited to a role as a sales representative when their position is for an apprentice refrigeration mechanic.

Employers want the right match for their business and showing that you have read the job description carefully and researched their organisation will help set you apart from other candidates.

More advice on writing resumes and job applications can be found at workforceaustralia.gov.au.

DIGITAL JOB APPLICATIONS

Applying for a job has changed – the COVID-19 pandemic has seen employers and businesses implement new technologies in their recruitment practices. Video interviews have become the norm and, with flexible working arrangements, you can apply for jobs outside of your immediate location.

Here are some tips that may help you land a job online:

- Make sure you read all instructions carefully, so you don't miss any steps.
- Check that all information and responses for online applications are well thought out and don't have any spelling or grammar mistakes.
- Make your resume software friendly by using a simple format and clearly addressing any selection criteria and required skills.
- Some employers will do an online search for your name or look at your social media profile, so consider reviewing your digital presence to ensure it is appropriate.
- Be prepared for video interviews – know where to find a good internet connection and professional backdrop and make the most of the time available for each question. Also dress professionally – a good rule is to dress as you would for an interview in-person.

1. National Skills Commission, Survey of Employers' Recruitment Experiences, 2019

WINNING THE JOB

TELL YOUR FRIENDS AND FAMILY YOU ARE LOOKING FOR A JOB

National Skills Commission research indicates that more than a quarter (27%) of employers filled a job with someone they knew, directly or indirectly. This rose to 39% of employers in regional areas¹. It is common for employers to hire someone who is:

- personally known to them, such as a friend or family contact
- a professional contact, for example, a previous co-worker
- recommended by someone they know.



Recent NSC employer survey findings suggest that almost a third of all employers used word of mouth to fill positions². Telling friends, family contacts, school teachers or neighbours that you are currently looking for work can help improve your chances of hearing about a job opening, or even being recommended for one when an opening occurs. Good old-fashioned knocking on doors can also help – consider dropping off your resume to businesses in your area. Often employers don't advertise vacancies at all and instead refer back to these resumes and ring people when an opportunity comes up.

Don't forget that social media is a perfectly good way to contact people too! However, don't ask for a job straight away – send a simple message with what you have been doing, that you are looking to start working or move on from your previous job, and ask for some advice or insight. This way, if whoever you tell does become aware of an opportunity, they will be more likely to think of you. But take care! There are scammers who target job seekers online. If the message or email doesn't look right, or if it sounds too good to be true, delete the message.

GET OUT THERE AND TALK TO EMPLOYERS

If you don't have a wide network of people, or if you have already told people you're looking for work and haven't heard anything, don't be discouraged! Remember that approaching employers directly to ask if they have any positions available can also lead to a job.

From August 2021 to July 2022, for 5% of vacancies, employers considered people who had approached them looking for work, with many employers hiring them. Approaching employers lets you show your communication skills, initiative and motivation – traits that many employers are looking for. This can be a daunting prospect for many, however, make sure you use it as an opportunity to have a conversation and make a lasting impression. This will make you stand out amongst other job seekers who just drop off their resume. If an employer doesn't have a job available at the time, but suggests you get in contact again at a later date, make sure you follow up. It shows initiative, that you were listening and are keen. You could just be in the right place at the right time!

GET READY FOR THE INTERVIEW: PREPARE, PLAN, PRACTISE AND PRESENTATION

The interview is usually the second stage of marketing yourself and landing a job. Interviews can be nerve-wracking, but some preparation beforehand can really help you stand out.

- Practise interview questions with a friend or family member.
- Prepare some questions about the job and business to ask at the interview. This demonstrates your interest and shows that you are prepared.
- Think about your presentation and what you will wear. Remember, first impressions count!
- Dress appropriately for the job. While formal business attire may be appropriate for a job based in an office, it may not be suitable for a job in the construction industry.
- Don't be late! Find out where you need to be, plan your trip and aim to arrive at least 10 minutes early.
- Explain the skills that you would bring to the job and talk about your personal and employability skills. Employers want to know who they will be working with and the interview is your opportunity to demonstrate this.
- Prepare examples to demonstrate your skills and fit with the organisation based on your real-life experiences, such as at a previous job, while studying or volunteering.

WHAT IF YOUR APPROACH IS NOT WORKING?

You may need to consider:

- whether your expectations are realistic – it is unlikely that you will start at the top and you need to show you are willing to work your way up from the bottom
- widening your search to different types of jobs and locations
- applying for contract or casual work, part-time or shift work.

"[The job seeker]. ... asked if we had any jobs going. We didn't actually need anyone at the time, but she had good qualifications and a good personality so we added her"

Property and Real Estate Services employer

- ❗ Remember that all jobs can open doors to something better and give you valuable experience and skills - don't just wait to land the perfect job.

Don't be afraid to ask for feedback if you are unsuccessful. Many employers will tell you why you didn't get the job. With each application and interview you gain experience that you can use to improve your job search skills. It is all part of the job search experience.

Looking for a job is hard work. Depending on where you live, there can be competition for jobs. It can take a while to secure a position and you may receive knockbacks in the process, but if you keep trying, your efforts will pay off.

The COVID-19 pandemic has changed the jobs market. We now see many opportunities available in the health and care sector, in IT and software development jobs, in the education and training sector and in construction and trades roles. Other sectors also have recovered strongly, including retail, hospitality and the arts (more information on all of these industries can be found from [page 36](#)). The key message is to think broadly: the perfect opportunity may be waiting, but it could be in a role you hadn't considered before! But remember, whether it is a short-term job or one that is part of your long term career plan, all jobs provide valuable skills, experience and give you references for the future.

1. National Skill Commission, Survey of Employers' Recruitment Experiences, 2018.

2. National Skill Commission, Recruitment Experiences and Outlook Survey, weighted data, Aug 2021-Jun 2022.

EMERGING AND TRENDING SKILLS

By understanding which skills are emerging and trending in the labour market, we can identify how jobs are changing and which new jobs are emerging.

Trending skills are defined in the Australian Skills Classification (see page 10 for more information) as skills that have grown in demand over the past five years in a particular occupation. These are not necessarily new skills, but skills that are increasing in demand as a proportion of all jobs advertised for that occupation over a five-year period.

Emerging skills are trending skills that are also new to particular occupations in the Australian Skills Classification. These are distinct from other trending skills in that they have recently emerged in some occupations where they

were not previously identified in job advertisements for that occupation within the last five years.

Emerging and trending skills exist across many occupations, highlighting the need for ongoing skills development for all Australians. Analysis using the Australian Skills Classification has found that digital skills are amongst the fastest growing skills in the economy and developing a proficiency in digital skills will be critical for all occupations, not just those at high skill levels.



Customer relationship management (CRM) software

Software used to track and record customer data and interactions, monitor services levels, and aid in the identification of sales and marketing opportunities.

- Salesforce software
- Microsoft Dynamics
- MarketSharp



Software development and programming languages

Software development and programming languages used to create systems, applications, and web platforms.

- C++
- Microsoft Visual Basic
- Python



Project management software

Software that supports the process of planning, documenting, and managing projects, including managing deadlines, task scheduling and budget.

- Atlassian JIRA
- Microsoft Project
- Confluence



Social media platforms

Software used to publish text, visual, audio and other content to social media and other websites

- Facebook
- Instagram
- LinkedIn



Graphics or photo imaging software

Software used to produce, edit, and manipulate digital images and other graphical content.

- Adobe Photoshop
- Adobe Illustrator
- Microsoft Visio

Figure 1: Examples of digital skills in the Australian Skills Classification that are emerging or trending across occupations in the labour market.

SOCIAL MEDIA PLATFORMS

Social media platforms are among the largest cluster of technology tools that are trending or emerging across occupations. Social media platforms are used to publish text, video, audio and other content to social media or other websites and examples of these tools include Facebook, Instagram, Twitter and LinkedIn.

Skills in using social media platforms is emerging or trending in 51 occupations. This is mostly among professionals such as network analysts, multimedia designers and recruitment consultants.

This skill is also emerging or trending among managers including café and restaurant managers, conference and event organisers and school principals. Demand is also increasing in occupations among clerical and administrative workers, community and personal service workers, technicians and trade workers and sales workers.

The use of social media may be applied in different ways across these occupations. For managers and sales workers, social media has provided an alternative avenue for digital marketing. Community and personal service workers may use social media as a broad communication channel to keep stakeholders informed, and market research analysts may use social media to collect data for marketing campaigns.

COURSES AND TRAINING FOR SOCIAL MEDIA SKILLS

If you're looking to upskill, there are a variety of VET qualifications and skill sets that teach skills using social media platforms.

Visit <https://www.myskills.gov.au/> to find out more.

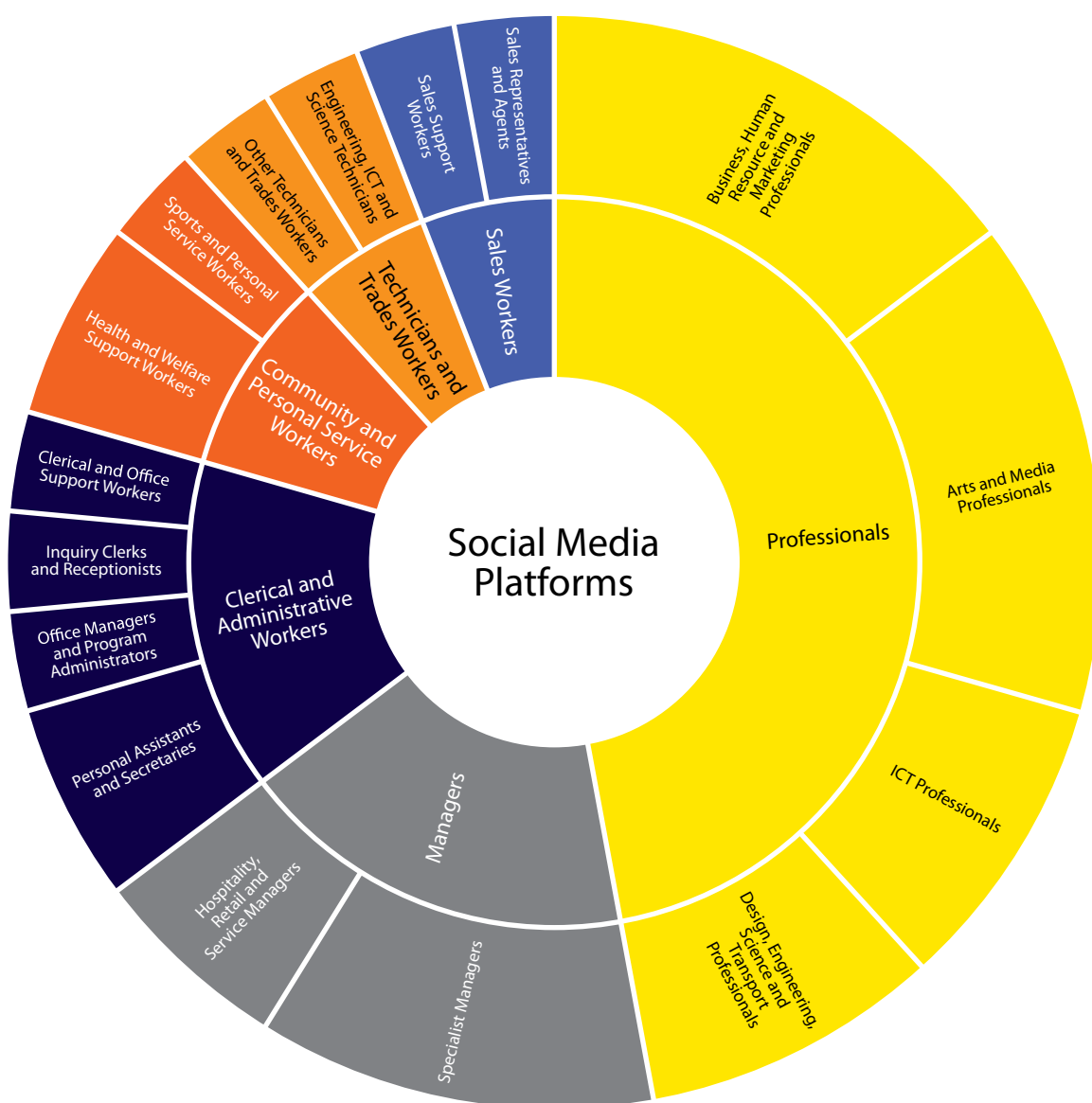


Figure 2: Occupation major and sub-major groups in the Australian Skills Classification where use of social media platforms is an emerging or trending skill.

SKILLS FOR THE FUTURE

SKILLS ARE KEY

The COVID-19 pandemic has caused large-scale disruption to Australian businesses, workplaces and jobs. Even as the Australian economy recovers, we are likely to see more workforce transitions due to increased digitisation, technological adoption and ongoing structural changes.

In these times of global uncertainty and change, skills are key. The Australian Skills Classification explores the connections between skills and jobs.

(www.jobsandskills.gov.au/work/australian-skills-classification)

The Classification identifies three categories of skills for Australian occupations:

- Core competencies: these are skills commonly used in all jobs to varying degrees of proficiency (sometimes called 'employability skills').
- Specialist tasks: these describe the day-to-day work within an occupation.
- Technology tools: technologies, such as software or hardware, used within an occupation.

The Classification also includes skills clusters, where similar skills are grouped together. These clusters show the connections and relationships that exist between skills across the labour market. The Australian Government provides a range of other job matching tools and resources to help young people and existing workers skill and reskill themselves for jobs and careers that are in demand. More information about these tools can be found at yourcareer.gov.au.

WHAT TYPES OF SKILLS WILL BE IN DEMAND?

When applying for jobs, remember to emphasise your core competencies (i.e. employability skills), rather than just the technical skills you may have. Oral communication, teamwork, problem solving, and initiative and innovation are required for all jobs, and this will continue to be the case in the future. These skills are also highly valued by employers across all sectors, as they are necessary in every job.

We also know it is important to have the skills that help you work with technology. Almost all jobs will require the use of at least one technology tool. Several technology tools are so universal that they are likely to be used by most, if not all jobs. These common technology tools include using the internet, sending emails, texts or instant messages, and video conferencing.

Other technology tools are highly specialised and are specific to a job. For example, the primary task for DevOps Engineers is managing information technology projects or systems activities but technology tools support them to perform this and other tasks, such as using project management software.

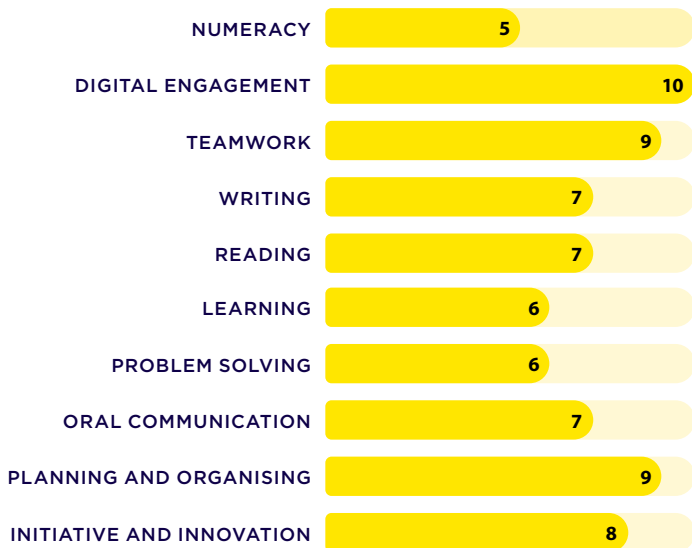


OCCUPATION PROFILE FOR DEVOPS ENGINEER

261316 DevOps Engineer

Facilitate and undertake communication, collaboration, integration and automation to improve efficiency and workflow across different specialist IT teams.

CORE COMPETENCIES



SPECIALIST TASKS

- Manage information technology projects or system activities
- Direct organisational operations, projects or services
- Develop software applications
- Communicate technical information to suppliers, contractors or regulatory agencies
- Coordinate operational activities with external stakeholders + 10 more



TECHNOLOGY TOOLS

- Application server software
- Business intelligence and decision support software
- Configuration management software
- Database management software
- Enterprise application integration software
- Project management software
- Software development and programming languages

CAN SKILLS GAINED IN ONE JOB BE TRANSFERRED TO ANOTHER JOB?

Many jobs have a similar set of skills. If you are looking for work or needing to change jobs, the good news is that you are likely to have many transferable skills. Identifying your transferable skills can open a broad range of job opportunities. The Australian Skills Classification can improve job matching by linking the skills required in one job to another. The Classification identifies the work activities or specialist tasks a person undertakes specific to a job. You can use the specialist tasks in the Classification to describe your full range of skills including relevant skills picked up through work experience, formal education and on-the-job training. Occupation profiles also provide a clearer understanding of employers' skill needs and the transferable skills you may have.

WILL TRAINING AND QUALIFICATIONS BE NECESSARY?

There are many pathways to work, and it is important to make decisions based on your own strengths. In a competitive labour market, training and qualifications matter. It also helps to understand the skills you acquire through your education, training and work experience.

You can use the Government's resources, like Your Career, to identify your transferable skills and address skills gaps. These resources also identify local labour market trends and opportunities — so you know your training and qualifications will lead to ongoing work.

Skills development and lifelong learning will expand your opportunities as some jobs change, new jobs emerge, and technological progress continues. For more information see yourcareer.gov.au.

JOBS WITH SIMILAR SKILLS



CONTENT CREATOR - MARKETING

SIMILAR SKILL SET TO A...

- Digital Marketing Analyst
- Market Research Analyst
- Marketing Specialist
- Public Relations Professional
- ICT Sales Professional
- Technical Sales Representative



ELECTRICIAN - GENERAL

SIMILAR SKILL SET TO A...

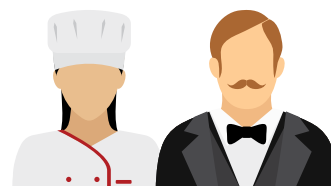
- Electrician (Special Class)
- Electronic Instrument Trades Worker (General)
- Lift Mechanic
- Electrical Engineering Technician



CYBER SECURITY ENGINEER

SIMILAR SKILL SET TO A...

- Software Engineer
- Developer Programmer
- Analyst Programmer
- Systems Administrator
- DevOps Engineer
- Software Tester



BARISTA

SIMILAR SKILL SET TO A...

- Cafe Worker
- Bar Attendant
- Waiter
- Cook
- Pastrycook

EDUCATION AND EMPLOYMENT

There are many options when you are leaving school, or are entering or re-entering the workforce at an older age. For some people, the thought of further study is exciting, but for others it isn't a viable or favoured choice.

If you are considering gaining additional qualifications, there are two main training pathways for you to consider.

- The VET system develops workplace-specific skills and knowledge by delivering nationally recognised training. VET includes publicly owned TAFE institutes, private providers (including enterprise and industry providers), community organisations and schools. It provides training for a vast array of occupations, including highly skilled Technician and Trades Worker roles.
- Australia's higher education system is made up of universities and other institutions that offer undergraduate degrees and higher qualifications. Higher education is the pathway to a range of jobs, including the most highly skilled Professional occupations. Employment and training decisions should be based on a variety of factors including aptitude, interests, expectations of pay and working conditions, training and goals.

EDUCATIONAL ATTAINMENT IS RISING

The number of people undertaking tertiary training is increasing and more of the workforce now holds post-school qualifications. In 2021, 64% of Australians aged 15 to 64 years held post-school qualifications (up from 57% in 2011), with this increase being driven by people with a bachelor degree or higher.

POST-SCHOOL QUALIFICATIONS ARE BENEFICIAL IN TODAY'S JOBS MARKET

The higher your education level, the less likely you are to be unemployed. As shown in the graph below, the unemployment rate (see page 56 for information on how this is calculated) is the highest for those who have not studied after leaving school (10.4% for those with only a Year 10 or below education) and the lowest for workers with a Bachelor degree or higher (3.2%).

Higher qualifications also generally lead to increased real wages. Some lower skill level occupations, though, have relatively high pay, sometimes to compensate for unsociable working hours or difficult working conditions.

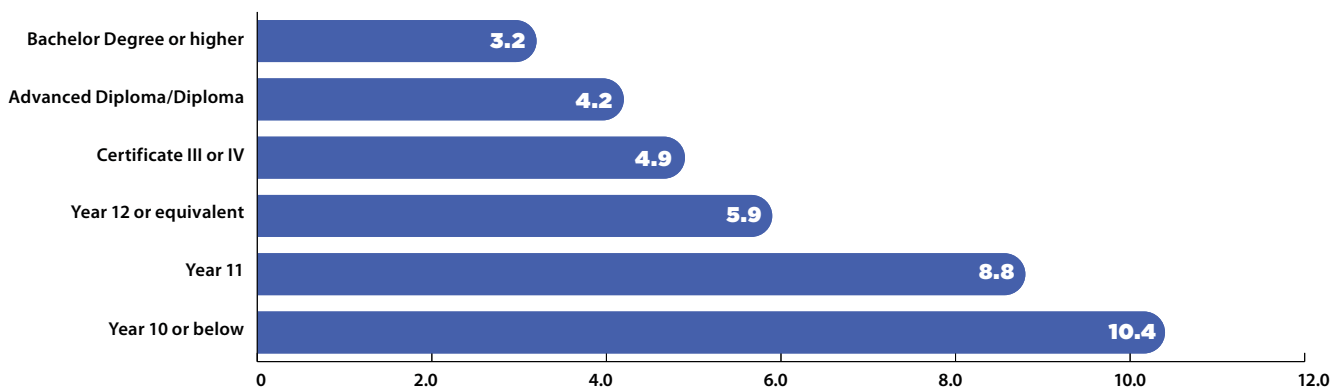


Figure 1: Labour market outcomes (unemployment rate) by highest level of educational attainment, 2021 (%)

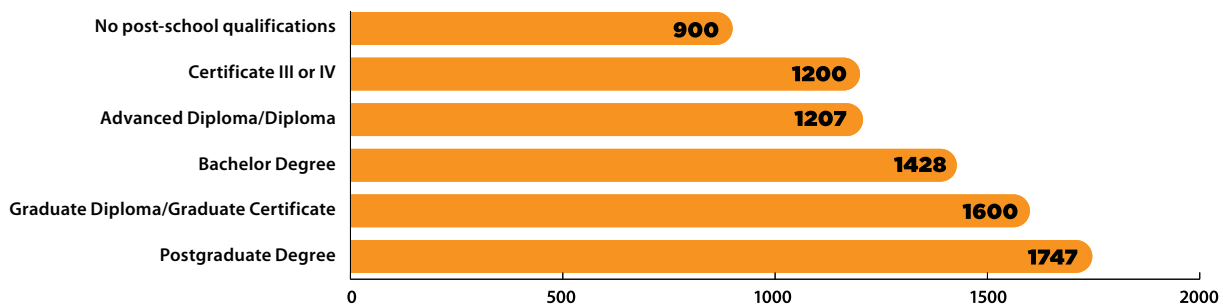


Figure 2: Median weekly earnings in main job, by highest level of post-school qualification, 2021 (\$)

WHAT IF I DON'T COMPLETE FURTHER EDUCATION?

Although most new jobs created in recent years (and those expected in the future) are in skilled occupations, there will continue to be large numbers of jobs in lower skill level occupations (that is, jobs which do not usually require post-school qualifications). Lower skill level occupations generally have higher turnover rates than those which require post-school qualifications and many job openings are available each year across all industries.

Significant proportions of Labourers (60%), Sales Workers (56%) and Machinery Operators and Drivers (53%) do not hold post-school qualifications. This includes occupations like General Sales Assistants, Waiters and Checkout Operators and Office Cashiers.

There are opportunities in all industries for people who do not have post-school qualifications. For example, more than half of the jobs in Accommodation and Food Services and Retail Trade are held by workers who do not have such qualifications.

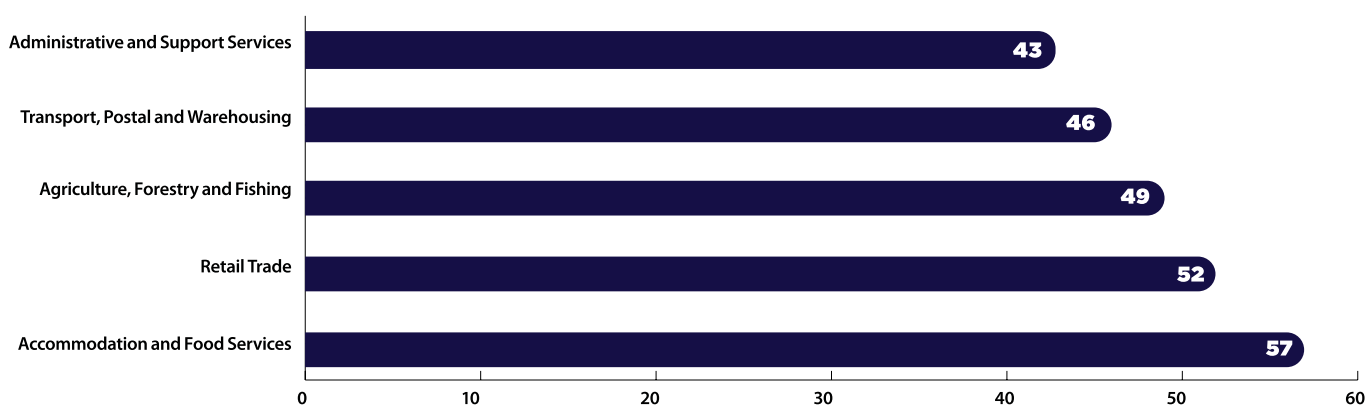


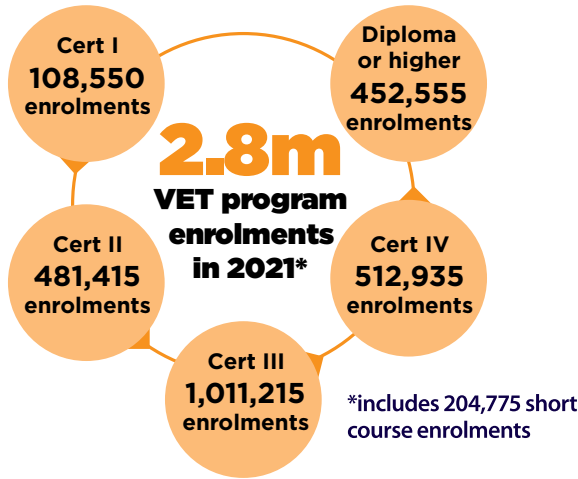
Figure 3: Proportion of workforce without post-school qualifications, top 5 industries, 2021 (%)

WHAT IS NEEDED TO GAIN EMPLOYMENT WITHOUT POST-SCHOOL QUALIFICATIONS?

There is often strong competition for jobs which do not require post-school qualifications. Previous experience is commonly required by employers and this can be a key barrier for new job seekers. There are, though, a number of strategies which can enhance a job seeker's prospects. These are outlined on [page 6](#).

VOCATIONAL EDUCATION AND TRAINING

The VET system provides a skilled workforce with nationally recognised qualifications and knowledge-based competencies. Students can enrol in qualifications (with around 1,800 on offer), accredited courses, industry recognised skill sets and units of competency, allowing them to gain the specific skills they need, when they need them. Training takes place in classrooms, workplaces and online, and can be full-time or part-time.



In 2021, most VET program course enrolments were in the Management and commerce and Society and culture fields of education.

There were 4.3 million VET students in 2021, and around half of these students (2.7 million) were not enrolled in a full course. This study (officially referred to as nationally accredited stand-alone subjects) includes training that is critical to supporting employers and the Australian economy. Examples include enabling employers to meet workplace and public health and safety requirements, such as "construction white cards" for building sites, responsible service of alcohol and first-aid certifications.

VET program enrolments only counts enrolments in full programs, including short courses. As some students enrol in stand-alone subjects, there are more VET students than course enrolments.

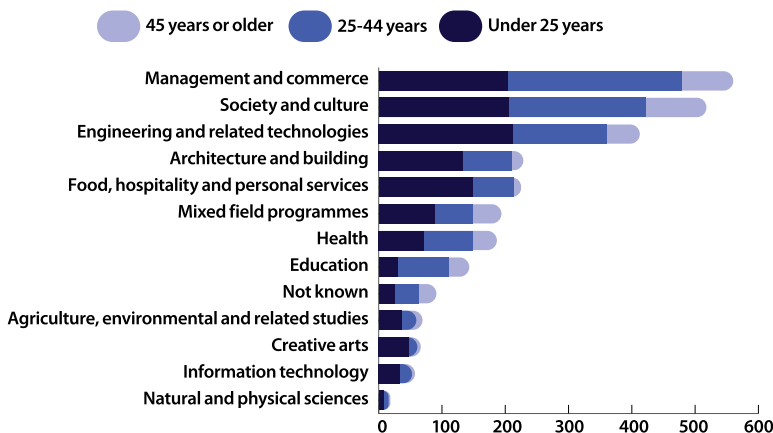


Figure 1: VET Program enrolments, by field of education and age of student, 2021 ('000)

Graduates in 2020 in the fields of Education and Architecture and building commonly reported employability benefits from their study, with more than 70% of these graduates stating they improved their employment status after training.

Information technology and Creative arts graduates reported the least improvements in employment status after graduating (35% and 36% respectively).

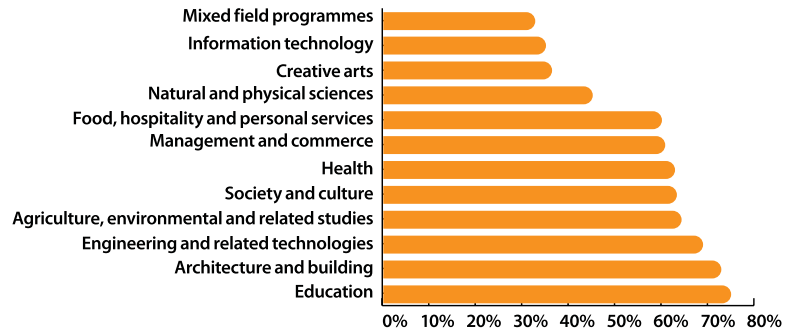


Figure 2: VET graduates with improved employment status after training, by field of education, 2021

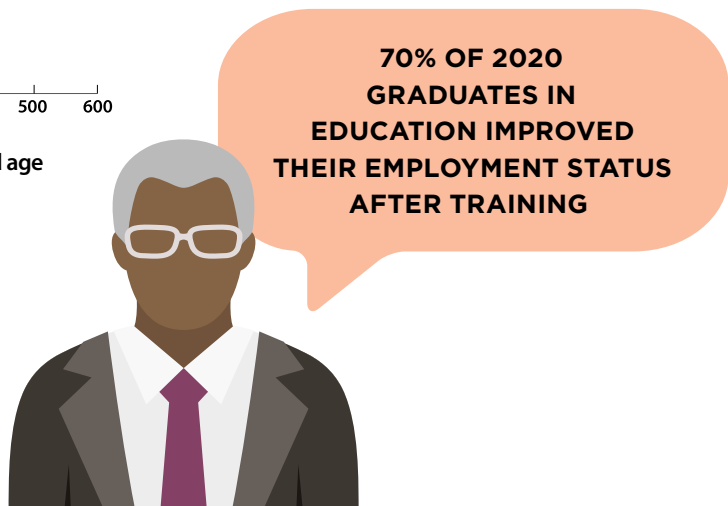
DO VET GRADUATES HAVE HIGH EARNINGS?

Workers who hold a VET qualification at the Certificate III or higher level generally earn more than those who have not studied after leaving school (see page 12). In 2021, the median annual income for VET Graduates, at the Certificate II level or higher, working full-time after completing their training was \$57,400. The highest median salaries were for those who studied:

- Education (\$67,100)
- Management and commerce (\$61,100)
- Engineering and related technologies (\$61,000)

Level of education	Improved employment status after training (%)	Median annual income (\$)
Diploma and above	69.0	68,800
Certificate IV	68.0	70,000
Certificate III	63.6	52,200
Certificate II	49.5	41,700

Figure 3: VET employment outcomes after graduation, 2021



HIGHER EDUCATION

Universities offer courses at the undergraduate and postgraduate levels, including associate degrees, bachelor degrees, masters and PhD qualifications. The vast majority of students study at the bachelor degree level (62.1% in 2021). Higher education usually involves a commitment to at least three years of full-time equivalent study to attain a bachelor degree, but many courses involve longer periods of education

There were 1.6 million students enrolled in higher education in 2020 (up by 32.9% over the past decade).

WHAT SUBJECT AREAS ARE AVAILABLE?

The higher education sector provides training in all fields of education, but one of the largest numbers of enrolments are in Society and Culture (343,667 enrolments in 2020), which is a diverse field of education including studies in law, psychology, human welfare and society, language and linguistics, economics and sport and recreation.

Further information on higher education enrolments can be found at education.gov.au/higher-education-statistics.

	2020 enrolments ('000)	10 year change (%)
Natural and Physical Sciences	137	46.09
Information Technology	121	145.61
Engineering and Related Technologies	118	33.18
Architecture and Building	43	50.75
Agriculture, Environmental and Related Studies	22	16.29
Health	278	60.28
Education	135	19.08
Management and Commerce	380	12.78
Society and Culture	344	28.47
Creative Arts	98	14.89
Food, Hospitality and Personal Services	0.3	-62.64
Mixed Field Programmes	13	62.98
Non-award courses	16	-20.62
All	1,705	33

Figure 1: Higher Education enrolments, by field of education.

The data takes into account the coding of Combined Courses to two fields of education. As a consequence, counting both fields of education for Combined Courses means that the totals may be less than the sum of all broad fields of education.

HIGHER EDUCATION GRADUATE EMPLOYMENT OUTCOMES

Higher education graduates generally have strong employment outcomes, especially as graduates gain experience in the labour market. In 2021, 85 per cent of undergraduates were employed four months after completing their degree. For graduates who had completed their degree three years earlier in 2018, 92 per cent were employed in 2021.

Vocationally oriented study areas (such as Rehabilitation, Pharmacy, Teacher Education and Engineering) generally have stronger employment outcomes immediately after graduation. Graduates with more generalist degrees (such as Humanities, culture and social sciences or Science and mathematics) have weaker employment outcomes immediately after graduation, but they do improve significantly over time.

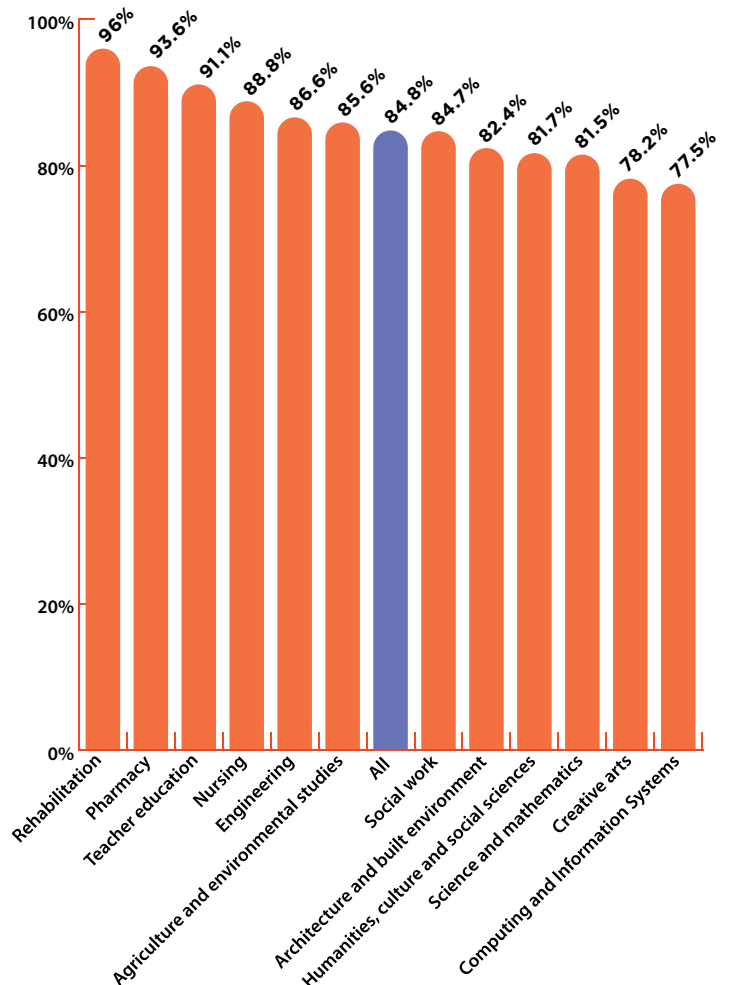


Figure 2: Bachelor degree graduates employed four months after graduation, selected fields of education, 2021 (%)

SALARIES

In 2021, the median annual full-time starting salary for an undergraduate was \$65,000. Study areas with the highest median salaries included:

- Dentistry, \$100,000
- Medicine, \$76,000
- Teacher education, \$72,000
- Engineering, \$70,000

Postgraduate coursework graduates had a median salary of \$89,700 and for postgraduate research graduates it was \$95,000.

FURTHER INFORMATION

ComparED lets you explore and compare the quality of higher education institutions and study areas you are interested in, based on the experiences of current students and graduates. compared.edu.au

Course Seeker helps potential students make informed decisions about future study. It provides clear, meaningful and transparent information about ATARs, pre-requisites and enrolment practices and policies of higher education providers across Australia. courseseeker.edu.au

NATIONAL OVERVIEW

RECENT LABOUR MARKET DEVELOPMENTS (TO JUNE 2022)

The Australian economy has weathered the impact of the global pandemic extremely well and the labour market has been strong and resilient. As at June 2022, employment stood 597,100 (or 4.6%) above the level recorded in March 2020 (when Australia recorded its 100th COVID-19 case).

Over the last year, in particular, jobs growth has been robust, with the level of employment increasing by 438,000 (or 3.3%), well above the decade annual average rate, of 1.8%, to stand at a record high of 13,599,300 in June 2022. Encouragingly, the increase in employment over the year was due, entirely, to a sharp rise in full-time employment, up by 472,600 (or 5.2%), to a record high of 9,496,300 in June 2022, while part-time employment decreased by 34,500 (or 0.8%) over the period, to 4,103,000.

Against the stronger backdrop, the unemployment rate declined significantly over the year, by 1.4 percentage points, to 3.5% in June 2022, the lowest rate recorded since August 1974 (when it stood at 2.7%). Robust labour market conditions also encouraged more people to enter the labour market, with the participation rate increasing significantly, from 66.2% in June 2021, to a record high of 66.8% in June 2022. This equates to an additional 249,500 people in the labour force.

Encouragingly, the underemployment rate fell sharply, from 7.9% in June 2021, to 6.1% in June 2022. Despite the clear improvement, some spare capacity remains evident in the labour market, with 857,000 people remaining underemployed in June 2022.

While employment has grown strongly over the last year, trends in hours worked have been more volatile. While the number of monthly hours worked has increased by 68.7 million hours (or 3.8%) over the year to June 2022, the number of people who were employed but worked reduced or zero hours, due to 'own illness or injury or sick leave', has increased significantly, by 251,600 (or 47.9%) over the year, to stand at 776,800 in June 2022. This is well above the average level recorded in June over the previous 7 years (of 441,000), highlighting the significant disruption to hours worked caused by the Omicron variant and the elevated cases of influenza.

Reflecting the strong pick-up in labour market activity, long-term unemployment (LTU) fell significantly over the year, by 86,200 (or 40.2%), to 127,900 in June 2022, the lowest level recorded since April 2013. While the recent fall in LTU is encouraging, it has not yet returned to the level recorded prior to the Global Financial Crisis (GFC).

Very long-term unemployment (VLTU) has also generally been trending down over the last year, by 20,800 (or 20.9%), to stand at 78,600 in June 2022. It is worth noting, however, that the VLTU share of LTU has increased, from 46.4% in June 2021, to 61.4% in June 2022, suggesting that some of the most disadvantaged job seekers are continuing to encounter real difficulties securing work, despite strong underlying labour market conditions.

Despite the considerable headwinds stemming from cost-of-living pressures, ongoing supply-chain issues, the war in Ukraine, rising interest rates and the ongoing disruptions resulting from COVID-19, a number of forward indicators point to a further expansion in employment over the remainder of 2022. That said, against the backdrop of an expected slowing in economic growth, the pace of employment growth is also expected to moderate in 2023.

YOUTH LABOUR MARKET

Young people were particularly hard-hit during the initial months of the pandemic, as well as during the outbreak of the COVID-19 Delta variant, as they were overrepresented in industries that were most severely affected by lockdowns and associated restrictions, and tended to be employed in casual positions. That said, the youth labour market has rebounded strongly, with the level of youth employment surging over the last year, by 112,200 (or 5.8%), to stand at a record high of 2,046,100 in June 2022. Encouragingly, the rise in employment was due, predominantly, to an increase in full-time employment, up by 100,700 (or 12.1%), to 929,300 in June 2022.

Against this stronger backdrop, the youth unemployment rate fell sharply, from 10.3% in June 2021, to 7.9% in June 2022, the lowest rate recorded since August 2008, although it remains more than double the rate recorded for all persons (of 3.5%). Importantly, the fall in the youth unemployment rate occurred in conjunction with a rise in the youth participation rate, from 69.2% in June 2021, to 71.8% in June 2022. The youth underemployment rate has also declined over the last year, from 16.3% in June 2021, to 13.9% in June 2022, equating to 308,000 fewer underemployed workers.

Importantly, youth long-term unemployment (LTU) also declined over the year, by 17,200 (or 30.1%), to 39,900 in June 2022, the lowest level recorded since February 2014. That said, the burden of LTU is still being disproportionately felt by youth, with the cohort comprising 25.2% of the LTU pool in June 2022, despite accounting for just 15.7% of the labour force.

While some young people are at risk of not making a successful transition to employment, it is encouraging that labour market conditions for the cohort have strengthened considerably over the last year.

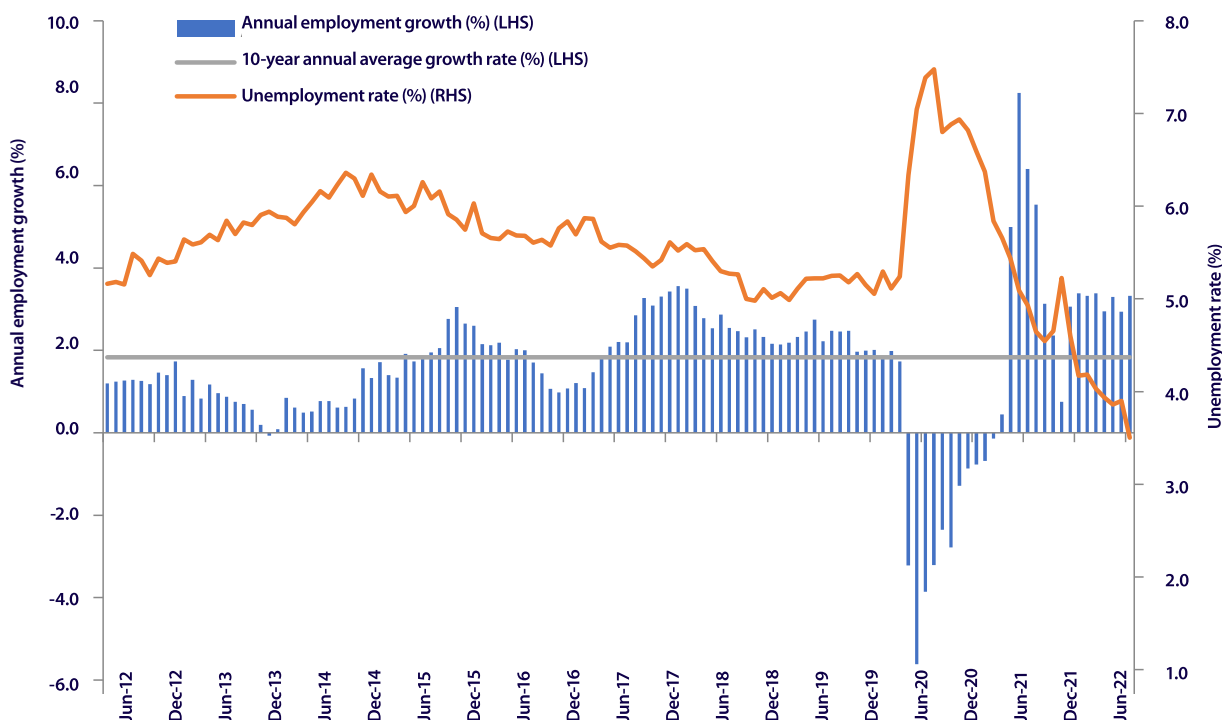
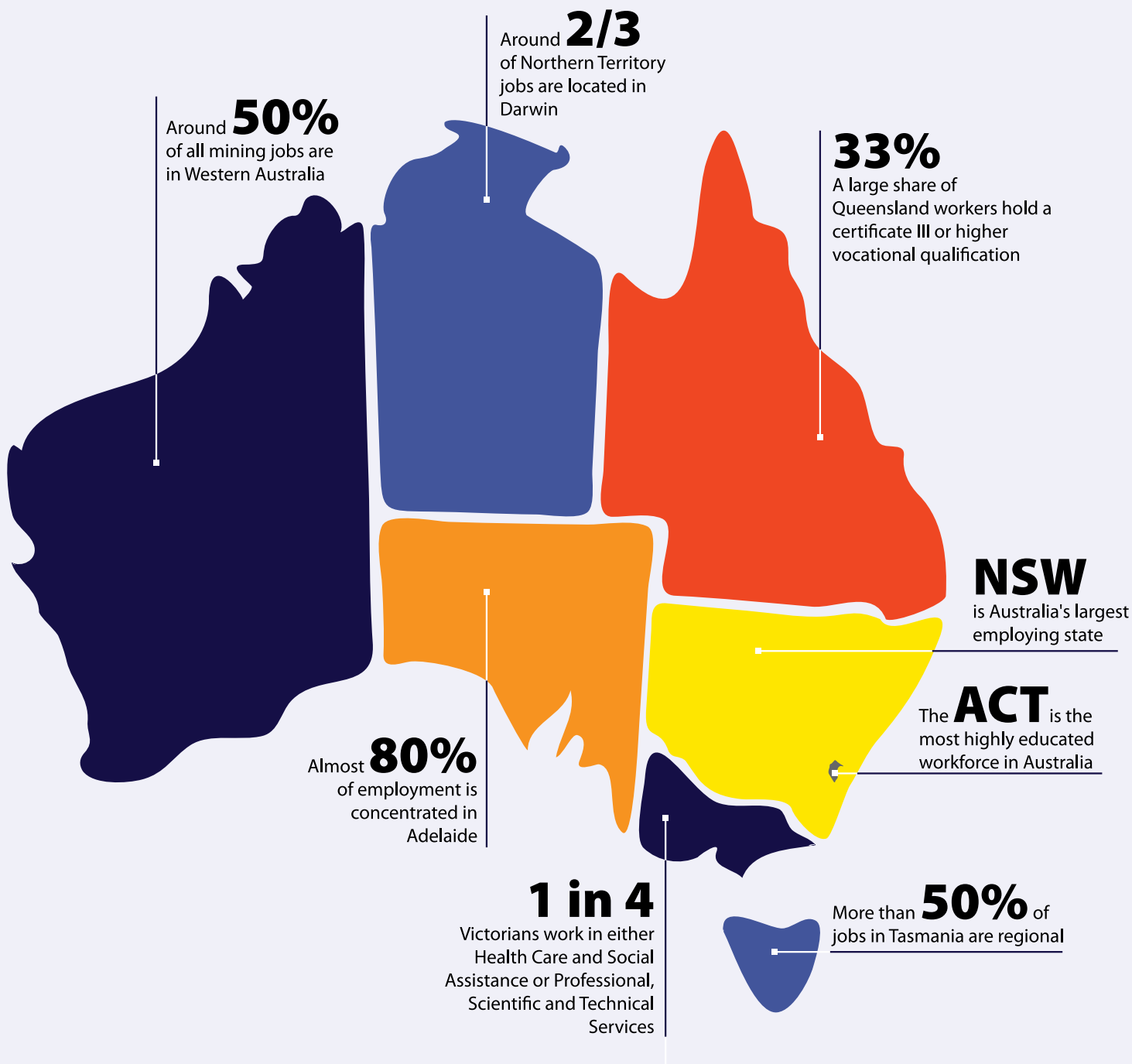


Figure 1: Unemployment rate and annual employment growth, Australia, June 2012 to June 2022

JOBS BY LOCATION



Jobs by location

NEW SOUTH WALES

New South Wales is the largest employing state in Australia. Most jobs are in Sydney, which accounts for almost 70% of the state's employment. The largest employing industry in New South Wales is Health Care and Social Assistance, followed by Professional, Scientific and Technical Services. Retail Trade, Construction and Education and Training are also major employing industries in this state.

Around 72% of the state's workforce has post-school qualifications and they are more likely to hold a bachelor degree or higher than workers nationally. Sydney has the most highly educated workforce in the state, with 74% holding post-school qualifications (including 47% with a bachelor degree or higher). There are multiple regions, however, where it is far more common for workers to have VET qualifications rather than those gained through a university (such as the Murray where 44% of the workforce has a certificate III or higher VET qualification).

The age profile of this state is largely in line with the national average, although some regions have relatively large shares of workers aged 15 to 24 years. These include the Illawarra and Richmond-Tweed.

Self-employment may also offer an opportunity for work, or a different career path. Around 18% of New South Wales workers are their own boss.

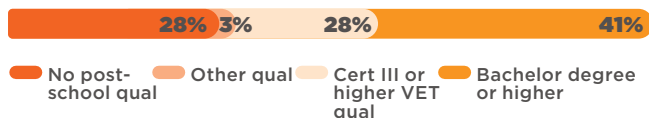
Current conditions (to June 2022)

Labour market conditions have been strong in New South Wales over the last year, despite the significant disruption caused by the outbreak of the COVID-19 Delta variant in the second half of 2021. Employment increased by 117,300 (or 2.8%) over the year, to stand at a record high in June 2022. The increase in employment over the year was due, entirely, to a surge in full-time employment, up by 136,700 (or 4.7%), to a record high in June 2022, while part-time employment decreased by 19,400 (or 1.6%) over the year. Against the stronger backdrop, the state's unemployment rate declined significantly, from 5.0% in June 2021, to 3.3% in June 2022, the lowest rate recorded since the inception of the monthly series in February 1978 and below the national rate at that time, of 3.5%. Moreover, the state's participation rate increased over the year, by 0.1 percentage points, to 66.0% in June 2022, although it remains below the 66.8% recorded nationally.

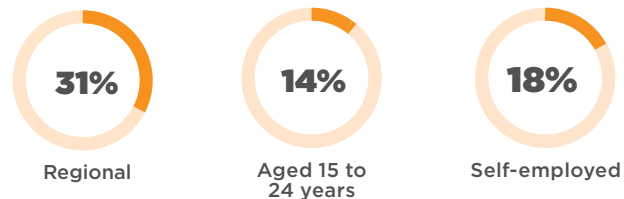
Reflecting the strong overall labour market conditions in the state, the youth labour market in New South Wales has also improved somewhat over the last year, with youth employment increasing by 6,600 (or 1.1%), although it remains 21,600 (or 3.5%) below the level recorded in March 2020. It is worth bearing in mind that the overall fall in youth employment since the onset of the pandemic has occurred in conjunction with a substantial decline in the youth civilian population (of 49,600 or 4.9%) since March 2020, due, in large part, to international border closures. The state's youth unemployment rate fell sharply, from 12.4% in June 2021, to 9.0% in June 2022, the lowest rate recorded since January 1979 (earliest available 12-month average original data). The fall in the state's youth unemployment rate over the period, however, occurred in conjunction with a 0.8 percentage point decrease in the youth participation rate, to 67.4% in June 2022.

NSW job advertisements have rebounded strongly as the economy has recovered after sustained lockdowns and associated restrictions in the later half of 2021, with job advertisements as measured by the Internet Vacancy Index rising by 22.5% in the year to June 2022.

EDUCATION ATTAINMENT



Industries	Employ't May 22 '000	Share of total %	5 yr change to May 22 '000	5 yr change to May 22 %
Health Care and Social Assistance	600.9	14	103.0	20.7
Professional, Scientific and Technical Services	452.2	11	53.1	13.3
Retail Trade	428.7	10	39.2	10.1
Construction	369.4	9	28.7	8.4
Education and Training	347.7	8	36.3	11.7



Employment by region, NSW	Employment			Employment Profile				Workforce Educational Profile		
	Employ't May 2022	5 year change to May 2022	%	Part-time	Female	Aged 15 to 24 years	Aged 55 years or older	Bachelor degree or higher	Cert III or higher VET qual	No post-school qual
Region	'000	'000	%	%	%	%	%	%	%	%
Greater Sydney	2,793.5	203.2	7.8	27	47	14	18	47	24	26
Capital Region	107.4	4.8	4.7	31	48	16	22	26	39	29
Central West	112.0	7.9	7.6	31	49	18	28	23	38	33
Coffs Harbour - Grafton	63.5	4.5	7.6	41	50	18	28	30	38	31
Far West and Orana	54.5	-4.6	-7.8	24	48	14	18	30	26	33
Hunter Valley (exc Newcastle)	130.8	5.5	4.4	28	48	14	19	26	39	31
Illawarra	157.8	15.3	10.8	34	48	20	21	31	32	33
Mid North Coast	87.7	-2.4	-2.6	42	49	11	32	26	40	29
Murray	57.7	10.8	23.0	26	47	13	26	25	44	28
New England and North West	84.3	4.4	5.6	32	50	13	34	30	31	33
Newcastle and Lake Macquarie	194.2	10.1	5.5	33	51	18	17	34	30	34
Richmond - Tweed	126.2	19.6	18.4	38	50	20	20	30	32	33
Riverina	82.4	2.6	3.3	28	47	14	27	17	42	41
Southern Highlands and Shoalhaven	71.0	19.5	37.8	41	49	12	25	20	39	36
New South Wales	4,260.8	396.6	10.3	29	48	14	20	41	28	28
Australia	13,510.9	1,316.7	10.8	31	48	15	20	37	29	30

Sources: ABS, Labour Force (seasonally adjusted and annual averages of original data); ABS, Characteristics of Employment; ABS, Education and Work; National Skills Commission, Internet Vacancy Index.

VICTORIA

Victoria is Australia's second largest employing state, with around 3.5 million workers. Almost 80% of employment is concentrated in Melbourne. The largest employing industry in Victoria is Health Care and Social Assistance, followed by Professional, Scientific and Technical Services. Construction, Retail Trade and Education and Training are also major employing industries in this state.

Most Victorian workers (almost 70%) have a certificate III or higher qualification, including a bachelor degree or higher. Workers in Melbourne are more likely to hold a bachelor degree or higher than those in regional Victoria, where a certificate III or higher VET qualification is relatively more common.

Part-time work accounts for around a third of the state's total employment. Workers in both Latrobe - Gippsland and Hume are the most likely to be employed in this manner (40% and 39% are part-time workers respectively). A full breakdown of part-time work across the state is available in the table below.

The size and diversity of the Victorian labour market means employment opportunities continue to exist across all industries. Employers need workers who are resilient, proactive and capable and, if you are able to demonstrate these attributes, you will stand out from the crowd. Digital skills are also important, with continued enhancements in technology affecting jobs and society more broadly. For more information on skills in the future, please see [page 10](#).

Current conditions (to June 2022)

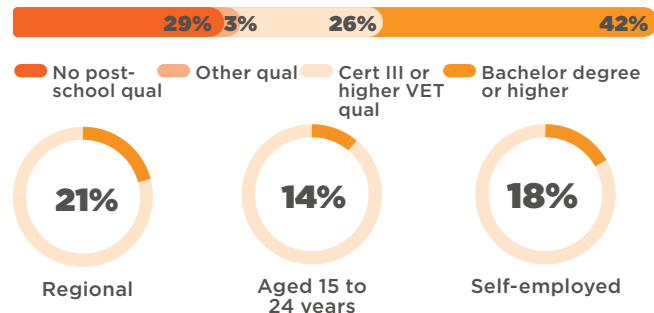
Labour market conditions have strengthened considerably in Victoria over the last year, despite the significant disruption caused by the outbreak of the COVID-19 Delta variant in the second half of 2021. Employment increased by 103,500 (or 3.0%) over the year, to stand at a record high in June 2022. The increase in employment over the year was due, entirely, to a surge in full-time employment, up by 121,900 (or 5.2%), to a record high in June 2022, while part-time employment decreased by 18,400 (or 1.7%) over the year. Against the stronger backdrop, the state's unemployment rate declined significantly, from 4.5% in June 2021, to 3.2% in June 2022, the lowest rate recorded since the inception of the monthly series in February 1978 and below the national rate, of 3.5%. Moreover, the state's participation rate increased strongly over the year, from 66.2% in June 2021, to 67.1% in June 2022, and is now well above the rate recorded nationally, of 66.8%.

Conditions for youth in Victoria have also strengthened over the year, with youth employment increasing by 29,600 (or 6.6%), although it remains 31,800 (6.2%) below the level recorded in March 2020. It is worth bearing in mind that the overall fall in youth employment since the onset of the pandemic has occurred in conjunction with a substantial decline in the youth civilian population (of 68,800 or 8.0%) since March 2020, due, in large part, to international border closures. The state's youth unemployment rate fell sharply, from 14.0% in June 2021, to 10.3% in June 2022. The fall in the state's youth unemployment rate occurred in conjunction with a significant increase in the youth participation rate, of 3.4 percentage points, to 67.2% in June 2022, the highest rate recorded since June 2012.

There has been strong growth in recruitment activity in Victoria, with job advertisements 35.9% higher in June 2022 than twelve months prior, reflecting a sustained resurgence following a period of extended lockdowns in late 2021.

Industries	Employ't May 22 '000	Share of total %	5 yr change to May 22 '000	5 yr change to May 22 %
Health Care and Social Assistance	514.6	15	83.3	19.3
Professional, Scientific and Technical Services	375.3	11	110.8	41.9
Construction	329.8	9	52.8	19.0
Retail Trade	323.8	9	-35.0	-9.8
Education and Training	301.7	9	23.2	8.3

EDUCATION ATTAINMENT



Employment by region, VIC	Employment			Employment Profile					Workforce Educational Profile		
	Employ't May 2022	5 year change to May 2022	%	Part-time	Female	Aged 15 to 24 years	Aged 55 years or older	Bachelor degree or higher	Cert III or higher VET qual	No post-school qual	
Region	'000	'000	%	%	%	%	%	%	%	%	
Greater Melbourne	2,723.8	276.1	11.3	30	47	13	18	47	24	27	
Ballarat	82.4	4.7	6.1	34	47	21	20	24	38	36	
Bendigo	82.3	11.2	15.7	36	51	16	25	26	29	41	
Geelong	170.1	28.0	19.7	38	48	13	24	34	30	32	
Hume	92.6	6.1	7.0	39	47	17	25	23	42	31	
Latrobe - Gippsland	126.2	2.4	2.0	40	50	11	28	20	37	44	
North West	72.6	1.8	2.5	35	45	16	29	14	45	37	
Shepparton	58.7	-4.7	-7.4	33	45	16	19	10	43	38	
Warrnambool and South West	63.2	-0.8	-1.2	34	47	16	31	18	38	40	
Victoria	3,516.0	318.2	10.0	32	47	14	19	42	26	29	
Australia	13,510.9	1,316.7	10.8	31	48	15	20	37	29	30	

Jobs by location

QUEENSLAND

Queensland is the third largest employing state in Australia, with around half the jobs located in Brisbane and a further 14% in the Gold Coast area.

Given the size and diversity of the Queensland economy, employment opportunities exist across all industries. Health Care and Social Assistance is the largest employing industry in Queensland, with 17% of the state's employment. There are many roles within this industry that do not require medical qualifications or extensive prior experience. Some of these include Receptionists, General Clerks and Kitchenhands.

Construction is another large employer, representing around 9% of total employment.

Workers in Queensland are less likely to hold a bachelor degree or higher than the national average, but are more likely to have a certificate III or higher vocational qualification. The proportion of females employed in this state is consistent with the national average and around one in three Queensland workers are employed part-time.

Around one in six employed Queenslanders are working as their own boss. If you are interested in running your own business, please see [page 57](#) on the government programs which may help you reach your self-employment ambitions.

Current conditions (to June 2022)

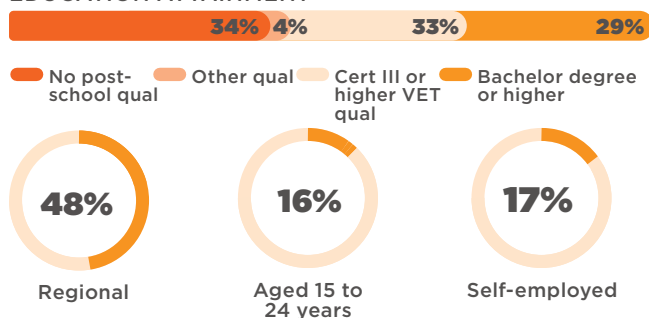
Labour market conditions have strengthened considerably in Queensland over the last year, with employment increasing by 123,000 (or 4.6%), to stand at a record high in June 2022. Encouragingly, the increase in employment over the year was due, predominantly, to a surge in full-time employment, up by 86,700 (or 4.7%), while part-time employment increased by 36,400 (or 4.4%), to a record high in June 2022. The significant increase in employment pushed the state's unemployment rate down, from 5.2% in June 2021, to 4.0% in June 2022, although it remains above the national rate at that time, of 3.5%. Moreover, the state's participation rate increased strongly over the year, from 66.7% in June 2021, to 67.4% in June 2022, the highest rate recorded since October 2011 and above the 66.8% recorded nationally.

Conditions for youth in Queensland have also improved considerably over the year, with youth employment increasing by 25,900 (or 6.4%), to a record high of 430,000 in June 2022. The state's youth unemployment rate fell sharply, from 13.6% in June 2021, to 10.1% in June 2022. The fall in the state's youth unemployment rate occurred in conjunction with a 1.4 percentage point increase in the youth participation rate, to 73.4% in June 2022, the highest rate recorded since August 2011.

There has been robust growth in recruitment activity in Queensland, as measured by the Internet Vacancy Index, with job advertisements in Queensland 1.3 times higher (or 33.6%) in June 2022 than they were 12 months prior.

Industries	Employ't May 22 '000	Share of total %	5 yr change to May 22 '000	5 yr change to May 22 %
Health Care and Social Assistance	475.9	17	138.5	41.0
Retail Trade	263.8	10	10.6	4.2
Education and Training	243.5	9	54.0	28.5
Construction	241.8	9	-6.9	-2.8
Professional, Scientific and Technical Services	221.4	8	67.4	43.8

EDUCATION ATTAINMENT



Employment by region, QLD	Employment			Employment Profile				Workforce Educational Profile		
	Employ't May 2022	5 year change to May 2022		Part-time	Female	Aged 15 to 24 years	Aged 25 to 55 years or older	Bachelor degree or higher	Cert III or higher VET qual	No post-school qual
Region	'000	'000	%	%	%	%	%	%	%	%
Greater Brisbane	1371.0	175.4	14.7	30	48	16	18	35	30	31
Cairns	135.0	22.3	19.8	31	50	14	22	23	38	34
Darling Downs - Maranoa	63.7	2.0	3.2	29	48	17	25	18	24	48
Fitzroy	113.9	2.6	2.3	32	45	17	23	17	38	41
Gold Coast	374.1	66.5	21.6	33	50	17	18	29	34	35
Mackay - Isaac - Whitsunday	97.7	4.9	5.3	26	46	16	25	16	37	42
Queensland - Outback	37.0	4.8	14.9	22	43	9	28	14	48	38
Sunshine Coast	190.4	25.5	15.5	38	49	13	23	26	36	30
Toowoomba	70.7	-3.6	-4.8	30	46	21	22	17	42	37
Townsville	124.7	27.2	27.9	32	50	16	28	21	33	40
Wide Bay	114.8	2.9	2.6	33	47	12	26	19	39	36
Queensland	2766.7	363.4	15.1	31	48	16	20	29	33	34
Australia	13,510.9	1,316.7	10.8	31	48	15	20	37	29	30

Sources: ABS, Labour Force (seasonally adjusted and annual averages of original data); ABS, Characteristics of Employment; ABS, Education and Work; National Skills Commission, Internet Vacancy Index.

SOUTH AUSTRALIA

South Australia has a relatively small workforce, with around 7% of national employment. Employment is concentrated in Adelaide, which accounts for around 80% of state employment.

While there are employment opportunities available across all industries, around one in four workers are employed in Health Care and Social Assistance or Retail Trade. Information Media and Telecommunications is South Australia's smallest industry, accounting for 1% of employment.

Part-time employment is relatively common in this state, accounting for around 35% of employment (compared with the national average of 31%). The south-eastern area of South Australia has the largest proportion of part-time employment in the state.

South Australian workers are just as likely to hold a certificate III or higher vocational qualification as a bachelor degree or higher (31% of workers). Overall, though, workers are less likely to hold post-school qualifications than workers nationally. Half of workers in Outback South Australia hold a certificate III or higher vocational qualification.

Current conditions (to June 2022)

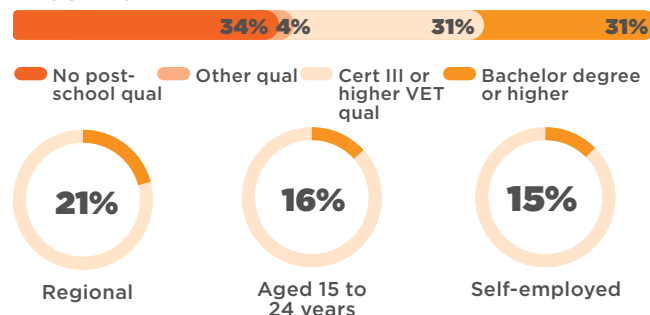
Labour market conditions have strengthened considerably in South Australia over the last year, with employment increasing by 20,500 (or 2.4%), well above the decade annual average rate, of 1.0%. The increase in employment over the year was due, entirely, to a surge in full-time employment, up by 33,400 (or 5.9%), to a record high in June 2022, while part-time employment decreased by 12,800 (or 4.2%) over the year. Against the stronger backdrop, the state's unemployment rate declined, by 1.0 percentage point over the year, to 4.3% in June 2022, although it remains above the national rate at that time, of 3.5%. Moreover, the state's participation rate increased over the year, from 62.7% in June 2021, to 63.0% in June 2022, but is well below the 66.8% recorded nationally.

Encouragingly, labour market conditions for youth in the state also strengthened over the year. Youth employment increased significantly, by 9,200 (or 7.2%), to 137,300 in June 2022, the highest level recorded since June 1991. The state's youth unemployment rate fell sharply, from 14.7% in June 2021, to 9.6% in June 2022, and has not been lower since January 1979 (earliest available 12-month average original data). The fall in the state's youth unemployment rate occurred in conjunction with a significant rise in the youth participation rate, from 70.6% in June 2021, to 72.3% in June 2022, the highest rate recorded since March 2006.

There has been robust growth in recruitment activity in South Australia, as measured by the Internet Vacancy Index, with job advertisements rising by 26.7% in the year to June 2022.

Industries	Employ't May 22 '000	Share of total %	5 yr change to May 22 '000	5 yr change to May 22 %
Health Care and Social Assistance	159.4	18	34.0	27.1
Retail Trade	86.1	10	-6.6	-7.1
Manufacturing	72.9	8	-2.9	-3.8
Education and Training	72.8	8	7.7	11.8
Construction	71.4	8	8.1	12.8

EDUCATION ATTAINMENT



Employment by region, SA	Employment			Employment Profile				Workforce Educational Profile		
	Employ't May 2022	5 year change to May 2022	%	Part-time	Female	Aged 15 to 24 years	Aged 55 years or older	Bachelor degree or higher	Cert III or higher VET qual	No post-school qual
Region	'000	'000	%	%	%	%	%	%	%	%
Greater Adelaide	696.5	57.0	8.9	35	48	15	20	36	29	32
Barossa - Yorke - Mid North	50.5	1.0	2.1	34	47	13	29	17	37	42
South Australia - Outback	43.7	4.9	12.6	34	49	19	21	11	50	34
South Australia - South East	89.5	0.6	0.6	36	46	15	28	11	37	46
South Australia	886.2	66.6	8.1	35	48	16	21	31	31	34
Australia	13,510.9	1,316.7	10.8	31	48	15	20	37	29	30

Jobs by location

WESTERN AUSTRALIA

Western Australia is the fourth largest employing state (accounting for 11% of the national workforce), with employment mostly located in Perth.

The largest employing industry in Western Australia is Health Care and Social Assistance. Demand for work in this industry is only going to increase given Australia's ageing population. It is worth noting that not everyone employed in this industry is a doctor or a nurse.

Some of the top employing occupations in Health Care and Social Assistance include Receptionists, General Clerks and Kitchenhands. These are all occupations that can be perfect entry level positions and generally require minimal qualifications or prior experience.

Unlike the rest of Australia, a large proportion of Western Australians are employed in the Mining industry (around one in nine workers). Reflecting this, around 50% of total Mining employment is in this state.

Current conditions (to June 2022)

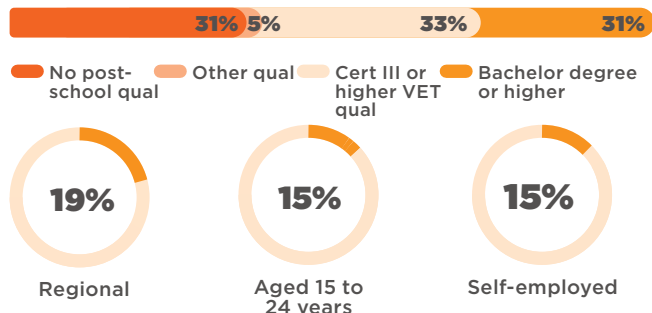
Labour market conditions have strengthened considerably in Western Australia over the last year, with employment increasing by 58,400 (or 4.2%), well above the decade average rate, of 1.2%. The increase in employment over the year was due, entirely, to a surge in full-time employment, up by 73,100 (or 7.7%), while part-time employment decreased by 14,700 (or 3.2%). Against the stronger backdrop, the state's unemployment rate fell sharply, from 5.1% in June 2021, to 3.4% in June 2022, and is below the national rate at that time, of 3.5%. Moreover, the state's participation rate increased over the year, from 68.7% in June 2021, to 69.3% in June 2022, and is well above the national rate, of 66.8%.

Conditions for youth in Western Australia have also strengthened considerably over the year, with youth employment rising by 19,100 (or 9.9%), to 211,800 in June 2022, the highest level recorded since August 2014. The state's youth unemployment rate fell sharply, from 13.3% in June 2021, to 9.1% in June 2022, the lowest rate recorded since July 2013. The fall in the state's youth unemployment rate occurred in conjunction with a significant increase in the youth participation rate, from 69.7% in June 2021, to 73.1% in June 2022.

Reflecting the hard border closures and relative absence of COVID-19 cases, there has been robust growth in recruitment activity in Western Australia, as measured by the Internet Vacancy Index, with job advertisements increasing by 30.0% in the year to June 2022.

Industries	Employ't May 22 '000	Share of total %	5 yr change to May 22 '000	5 yr change to May 22 %
Health Care and Social Assistance	206.2	14	42.5	25.9
Mining	159.0	11	68.7	76.2
Retail Trade	138.2	9	10.4	8.1
Construction	124.3	8	-16.3	-11.6
Public Administration and Safety	115.1	8	39.1	51.6

EDUCATION ATTAINMENT



Employment by region, WA	Employment			Employment Profile				Workforce Educational Profile		
	Employ't May 2022	5 year change to May 2022	%	Part-time	Female	Aged 15 to 24 years	Aged 55 years or older	Bachelor degree or higher	Cert III or higher VET qual	No post-school qual
Region	'000	'000	%	%	%	%	%	%	%	%
Greater Perth	1159.5	132.7	12.9	33	47	15	20	35	30	30
Bunbury	95.0	5.8	6.5	35	47	14	24	15	44	32
Western Australia - Outback	121.6	-3.0	-2.4	26	44	13	23	10	58	26
Western Australia - Wheat Belt	68.2	7.3	12.0	32	45	11	29	17	29	51
Western Australia	1473.3	154.3	11.7	32	47	15	21	31	33	31
Australia	13,510.9	1,316.7	10.8	31	48	15	20	37	29	30

TASMANIA

While Tasmania is the smallest employing state, there are employment opportunities available across all industries.

Health Care and Social Assistance is the largest employing industry (accounting for 16% of the workforce), followed by Retail Trade and Education and Training.

Tasmania has the oldest workforce of any state or territory, with 45% aged 45 years or older. Part-time work is also relatively common (37% of state employment, the largest share in Australia). Workers in this state are less likely to have a bachelor degree or higher than the national average, although they are more likely to have completed a certificate III or higher vocational qualification.

Tasmania has the most regionally diverse workforce in Australia, with more than half of all workers employed outside of Hobart.

Current conditions (to June 2022)

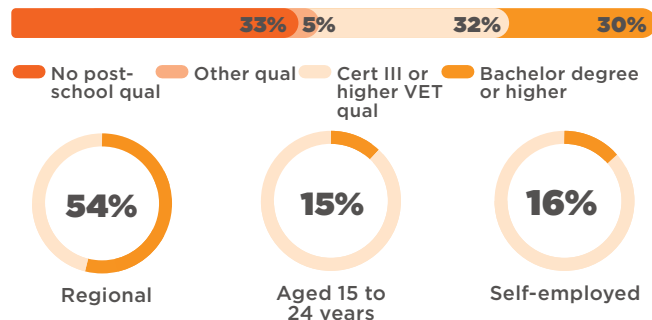
Labour market conditions have improved in Tasmania over the last year. For instance, employment has increased by 3,000 (or 1.2%). The increase in employment has been driven, entirely, by a strong rise in full-time employment, of 9,300 (or 5.8%), while part-time employment decreased over the period, by 6,300 (or 6.3%). The state's unemployment rate declined over the year, by 0.3 percentage points, to 4.3% in June 2022, although it remains above the national rate at that time, of 3.5%. The state's participation rate decreased marginally over the year, to 61.0% in June 2022, and is well below the 66.8% recorded nationally.

Conditions for youth in Tasmania have been mixed over the year, with youth employment in the state increasing by 600 (or 1.6%) over the period, to 38,300 in June 2022. The state's youth unemployment rate declined, from 14.3% in June 2021, to 10.3% in June 2022, and has not been lower since August 2009. The fall in the unemployment rate over the period, however, occurred in conjunction with a 1.9 percentage point decrease in the state's participation rate, to 68.6% in June 2022.

Reflecting the relative absence of COVID-19 cases, there has been robust growth in recruitment activity in Tasmania, as measured by the Internet Vacancy Index, with job advertisements 1.5 times higher (53.7%) in June 2022 than twelve months prior, the strongest growth of any jurisdiction.

Industries	Employ't May 22 '000	Share of total %	5 yr change to May 22 '000	5 yr change to May 22 %
Health Care and Social Assistance	42.8	16	4.0	10.4
Retail Trade	25.2	10	-2.6	-9.3
Education and Training	24.2	9	5.0	26.0
Construction	22.8	9	0.3	1.5
Accommodation and Food Services	21.1	8	2.0	10.6

EDUCATION ATTAINMENT



Employment by region, TAS	Employment			Employment Profile				Workforce Educational Profile		
	Employ't May 2022	5 year change to May 2022		Part-time	Female	Aged 15 to 24 years	Aged 55 or older	Bachelor degree or higher	Cert III or higher VET qual	No post-school qual
Region	'000	'000	%	%	%	%	%	%	%	%
Hobart	120.5	13.7	12.8	37	47	14	22	38	29	30
Launceston and North East	72.8	7.7	11.8	37	49	15	25	27	33	34
South East	18.3	1.3	7.9	37	46	10	34	30	36	31
West and North West	50.9	-0.3	-0.6	35	48	17	24	18	38	38
Tasmania	264.9	18.2	7.4	37	48	15	24	30	32	33
Australia	13,510.9	1,316.7	10.8	31	48	15	20	37	29	30

Jobs by location

NORTHERN TERRITORY

There are around 136,000 workers in the Northern Territory, which is the least of any state or territory. Most are employed in Darwin, with only 37% of the workforce located in regional areas. Around 64% of the Northern Territory's workforce has attained at least a Certificate III or higher qualification. The largest employing industry is the Public Administration and Safety industry, followed by Health Care and Social Assistance. Together they account for more than a third of all workers in the Northern Territory.

Current conditions (to June 2022)

Labour market conditions have improved in the Northern Territory over the last year, with employment increasing by 3,500 (or 2.8%), well above the decade annual average rate, of 0.7%, although it remains 5,500 (or 4.0%) below the level recorded in March 2020. The increase in employment was due, entirely, to a significant rise in full-time employment, up by 5,100 (or 5.3%), while part-time employment decreased, by 1,600 (or 5.3%).

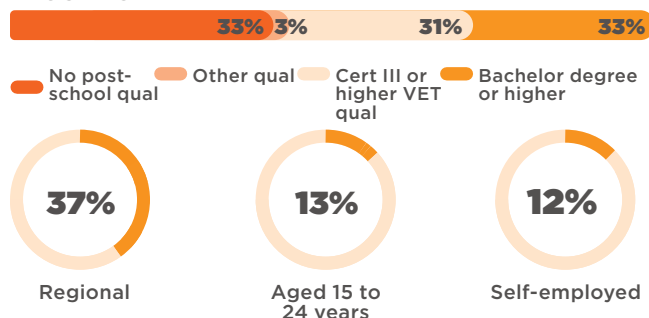
Against the stronger backdrop, the territory's unemployment rate declined over the year, by 1.0 percentage point, to 3.7% in June 2022, although it remains above the 3.5% recorded nationally at that time. Moreover, the territory's participation rate increased over the year, by 0.8 percentage points, to 71.1% in June 2022, and is well above the 66.8% recorded nationally.

Encouragingly, labour market conditions also improved for youth over the year. Youth employment increased by 900 (or 5.4%) over the period, to 16,700 in June 2022. Against the stronger backdrop, the youth unemployment rate in the territory fell sharply, from 12.9% in June 2021, to 8.7% in June 2022. The fall in the territory's youth unemployment rate occurred in conjunction with a rise in the youth participation rate, from 60.9% in June 2021, to 61.2% in June 2022.

There has been robust growth in recruitment activity in the Northern Territory, as measured by the Internet Vacancy Index, with job advertisements 1.2 times higher (21.0%) in June 2022 than at the same time in 2021.

Industries	Employ't May 22 '000	Share of total %	5 yr change to May 22 '000	5 yr change to May 22 %
Public Administration and Safety	26.5	20	6.0	29.3
Health Care and Social Assistance	20.5	15	3.5	20.8
Education and Training	12.8	9	-1.6	-10.9
Retail Trade	10.5	8	-1.4	-12.0
Accommodation and Food Services	9.7	7	-0.9	-8.8

EDUCATION ATTAINMENT



Employment by region, NT	Employment			Employment Profile				Workforce Educational Profile		
	Employ't May 2022	5 year change to May 2022		Part-time	Female	Aged 15 to 24 years	Aged 55 or older	Bachelor degree or higher	Cert III or higher VET qual	No post-school qual
Region	'000	'000	%	%	%	%	%	%	%	%
Darwin	81.1	-4.3	-5.1	23	49	14	18	34	30	33
NT - Outback	50.2	-3.2	-6.0	24	48	10	19	29	33	34
Northern Territory	136.0	-2.8	-2.0	23	48	13	18	33	31	33
Australia	13,510.9	1,316.7	10.8	31	48	15	20	37	29	30

AUSTRALIAN CAPITAL TERRITORY

There are about 235,000 workers in the ACT, most of whom (around 30%) are employed in Public Administration and Safety—the highest share of any state or territory. The second largest employing industry is Professional, Scientific and Technical Services, followed by Health Care and Social Assistance. The territory has the most highly educated workers in Australia, with one out of every two workers holding a bachelor degree or higher.

Current conditions (to June 2022)

Labour market conditions have improved in the Australian Capital Territory over the last year, despite the significant disruption caused by the outbreak of the COVID-19 Delta variant in the second half of 2021.

Employment increased by 3,600 (or 1.5%) over the year, well above the decade annual average rate, of 1.0%, although it remains 4,200 (or 1.8%) below the level recorded in March 2020.

The increase in employment over the year was due, entirely, to a strong rise in full-time employment, up by 5,900 (or 3.4%), while part-time employment decreased over the period, by 2,300 (or 3.8%).

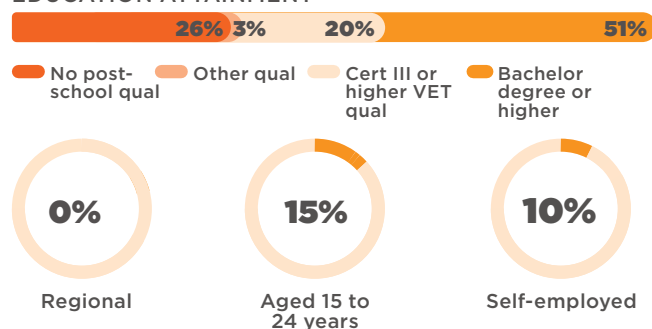
Against the stronger backdrop, the territory's unemployment rate fell sharply over the year, by 1.7 percentage points, to 3.1% in June 2022, and is below the 3.5% recorded nationally at that time. The fall in the territory's unemployment rate occurred in conjunction with a slight fall in the participation rate, from 70.7% in June 2021, to 70.6% in June 2022, although it remains above the 66.8% recorded nationally.

Conditions for youth in the Australian Capital Territory have deteriorated over the year. For instance, youth employment in the territory declined by 1,900 (or 5.4%), to 33,900 in June 2022, and is now 3,700 (or 9.8%) below the level recorded in March 2020. It is worth bearing in mind that the overall fall in youth employment since the onset of the pandemic has occurred in conjunction with a substantial fall in the youth civilian population (of 4,200 or 7.5%) since March 2020, due, in large part, to international border closures. The territory's youth unemployment rate was steady over the year, at 8.3%, while the territory's youth participation rate fell by 2.0 percentage points over the period, to 70.5%.

Job advertisements in the ACT rose by 15.9% in the year to June 2022, the lowest growth of any jurisdiction, despite a period of COVID-19 lockdowns and associated restrictions in the last quarter of 2021.

Industries	Employ't May 22 '000	Share of total %	5 yr change to May 22 '000	5 yr change to May 22 %
Public Administration and Safety	69.0	29	8.4	13.8
Professional, Scientific and Technical Services	38.7	16	13.5	53.7
Health Care and Social Assistance	29.9	13	5.0	19.9
Education and Training	19.0	8	-2.4	-11.1
Retail Trade	16.9	7	0.4	2.4

EDUCATION ATTAINMENT

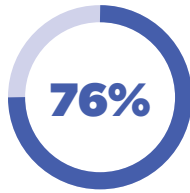


Employment by region, ACT	Employment			Employment Profile				Workforce Educational Profile		
	Employ't May 2022	5 year change to May 2022	%	Part-time	Female	Aged 15 to 24 years	Aged 55 years or older	Bachelor degree or higher	Cert III or higher VET qual	No post-school qual
Region	'000	'000	%	%	%	%	%	%	%	%
ACT	234.6	9.4	4.2	25	49	15	15	51	20	26
Australia	13,510.9	1,316.7	10.8	31	48	15	20	37	29	30

JOBS BY INDUSTRY



Accounts for (%) of Australian workers



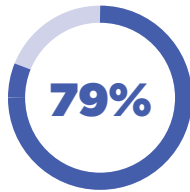
female

TOP EMPLOYING OCCUPATION

- Registered Nurses **1**
- Aged and Disabled Carers **2**
- Receptionists **3**



Accounts for (%) of Australian workers



full-time

TOP EMPLOYING OCCUPATION

- Accountants **1**
- Software and Applications Programmers **2**
- Solicitors **3**



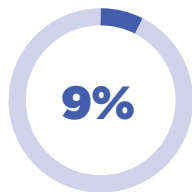
Accounts for (%) of Australian workers



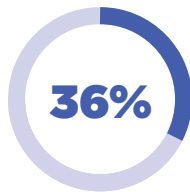
aged 15 to 24

TOP EMPLOYING OCCUPATION

- Sales Assistants (General) **1**
- Retail Managers **2**
- Checkout Operators and Office Cashiers **3**



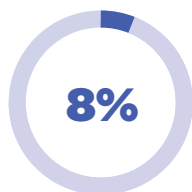
Accounts for (%) of Australian workers



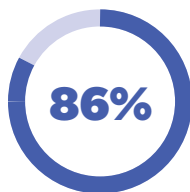
are self-employed

TOP EMPLOYING OCCUPATION

- Carpenters and Joiners **1**
- Electricians **2**
- Construction Managers **3**



Accounts for (%) of Australian workers



hold post-school qualifications

TOP EMPLOYING OCCUPATION

- Primary School Teachers **1**
- Secondary School Teachers **2**
- Education Aides **3**



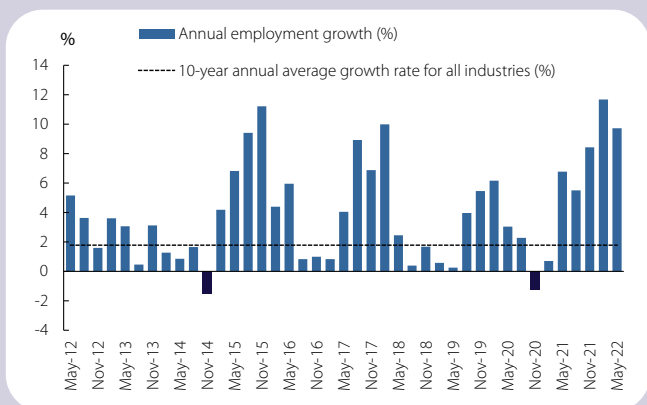
Regional



Aged 15 to 24 years



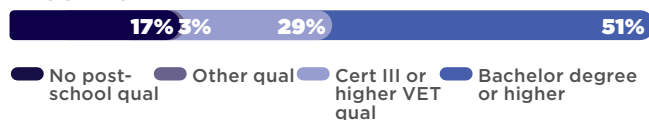
Self-employed



TOP EMPLOYING OCCUPATIONS	This Industry	All industries
Registered Nurses	294,600	320,200
Aged and Disabled Carers	260,600	288,200
Receptionists	107,300	193,100
Nursing Support and Personal Care Workers	96,900	105,000
Child Carers	82,800	125,600

HEALTH CARE AND SOCIAL ASSISTANCE

EDUCATION ATTAINMENT



Health Care and Social Assistance is Australia's largest employing industry and has a critically important workforce.

It covers health services like hospitals, General Practitioners, dental and ambulance services, as well as services like child care and aged care. Employment growth in the Healthcare and Social Assistance industry has been strong over the last year.

This industry has a large proportion of part-time workers, with 43% of the workforce employed part-time (compared with the Australian average of 31%). There is also a significant share of female workers in Health Care and Social Assistance (three in every four workers are female).

Workers in this industry are highly educated, with one out of every two workers holding a bachelor degree or higher. This industry has a somewhat older age profile with just 10% of the workforce aged 15-24 years.

Around a third of the Healthcare and Social Assistance workforce is based in regional Australia.



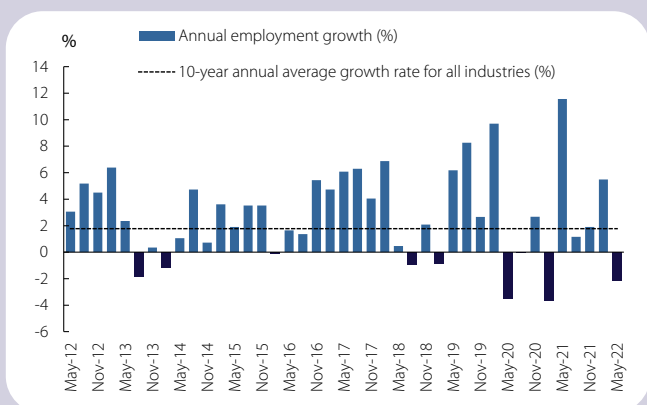
Regional



Aged 15 to 24 years



Self-employed



TOP EMPLOYING OCCUPATIONS	This Industry	All industries
Primary School Teachers	162,100	165,100
Secondary School Teachers	150,500	153,100
Education Aides	96,400	106,000
University Lecturers and Tutors	51,500	52,400
Private Tutors and Teachers	40,300	42,500

EDUCATION AND TRAINING

EDUCATION ATTAINMENT



Education and Training is one of Australia's largest employing industries, and includes teaching occupations across all levels of schools, as well as University Lecturers and Tutors.

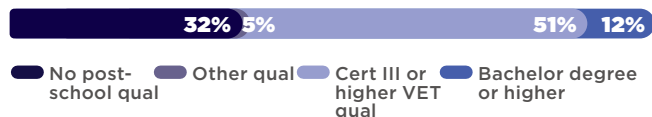
Over the year to May 2022, employment in this industry declined, however, this followed a large gain in employment a year earlier.

Around 72% of the workforce is female, the second highest percentage for any industry within Australia. Part-time work is also relatively common (around 40% of workers). Most people who work in Education and Training have post-school qualifications, with almost two-thirds of workers holding a bachelor degree or higher. Reflecting the time taken to gain these qualifications, only 9% of the workforce is aged 15 to 24. While most jobs need a university degree, lower skilled jobs like Education Aides can provide an employment pathway to enter the industry.

Jobs by industry

CONSTRUCTION

EDUCATION ATTAINMENT



Construction is one of Australia's largest employing industries, with employment opportunities available at all skill and experience levels across the country.

Employment growth in the Construction industry is cyclical, meaning it often has periods of strong employment growth followed by periods when employment in the industry falls.

The Construction workforce is predominantly male and has the lowest percentage of female employment of any industry (13%). The most common entry into this industry is through the completion of an apprenticeship or traineeship, which is reflected in the workforce's educational attainment (more than half of workers possess a certificate III or higher VET qualification). Around one in three workers, though, do not possess any post-school qualifications and 15% of the workforce are Labourers, which suggests there are some good entry level opportunities.

This industry offers plenty of opportunities for self-employment, and more than one in three workers run their own business, the second highest rate of any industry. For information on government programs to help with self-employment, please see [page 57](#).

Employers in this industry may not formally advertise when recruiting. Rather, they may rely on word of mouth or more informal recruitment methods (such as advertising on social media).



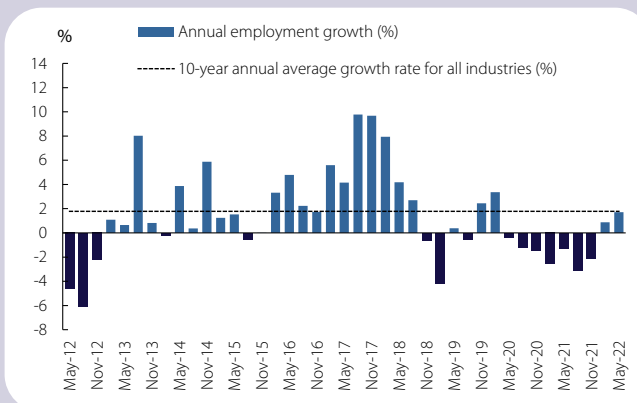
Regional



Aged 15 to 24 years



Self-employed

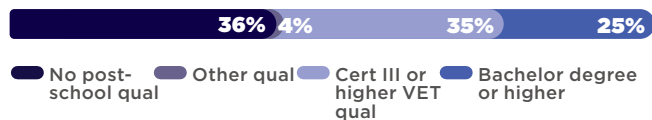


TOP EMPLOYING OCCUPATIONS

	This Industry	All industries
Carpenters and Joiners	130,300	144,900
Electricians	106,400	175,700
Construction Managers	88,100	114,900
Plumbers	83,100	91,400
Building and Plumbing Labourers	47,400	59,000

MANUFACTURING

EDUCATION ATTAINMENT



Australia's Manufacturing industry is a very diverse sector and covers the manufacture of food and beverages, petroleum and coal, polymer products, machinery, furniture and more.

While employment in Manufacturing has generally been declining over the last few years, more recently, periods of employment growth have been recorded.

While it is common for workers to hold a certificate III or higher VET qualification, employers in this industry also value trade experience and practical knowledge. This is shown by the sizeable proportion of workers who do not have post-school qualifications (more than a third of the workforce). While over 100,000 young people are employed in Manufacturing, they represent a relatively small part of this industry (11% are aged 15 to 24 years old).

Employment in this industry is typically full-time (83%). There are a range of job opportunities in the Manufacturing industry, across different levels of skill and experience. Most workers in the industry are employed as Technicians and Trades Workers (27%), Managers (18%) or Labourers (17%).



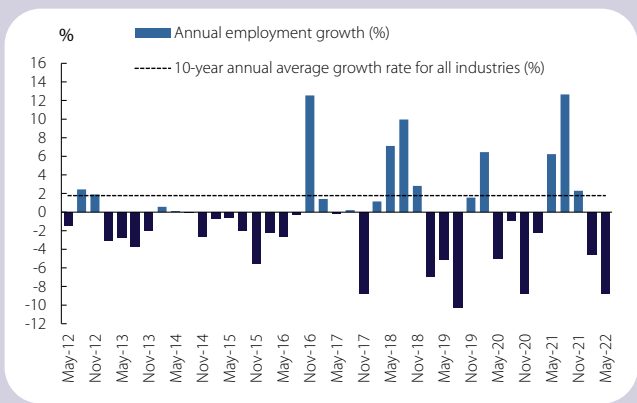
Regional



Aged 15 to 24 years



Self-employed



TOP EMPLOYING OCCUPATIONS

	This Industry	All industries
Structural Steel and Welding Trades Workers	46,000	76,900
Production Managers	39,000	63,400
Metal Fitters and Machinists	34,000	110,400
Packers	26,200	61,300
Advertising, Public Relations and Sales Managers	23,900	151,300



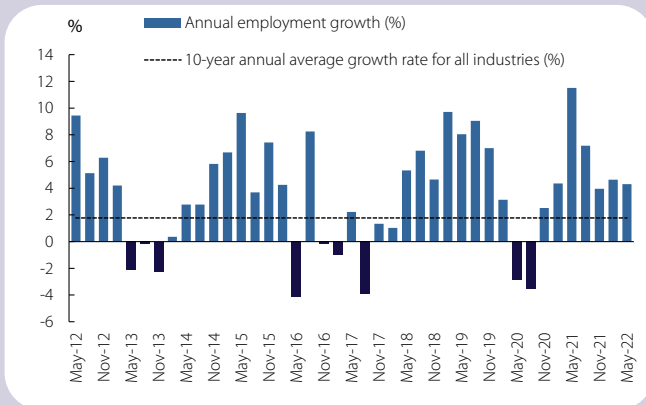
Regional



Aged 15 to 24 years



Self-employed

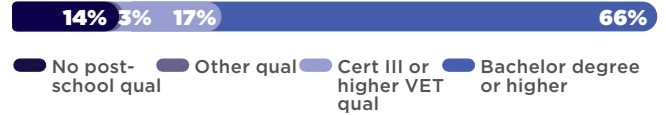


TOP EMPLOYING OCCUPATIONS

	This Industry	All industries
Accountants	100,500	215,200
Software and Applications Programmers	88,000	150,600
Solicitors	72,900	91,400
Management and Organisation Analysts	45,600	95,200
Graphic and Web Designers, and Illustrators	33,300	56,100

PROFESSIONAL, SCIENTIFIC AND TECHNICAL SERVICES

EDUCATION ATTAINMENT



Professional, Scientific and Technical Services is a large and diverse industry and includes legal and accounting services, veterinary services, and computer system design.

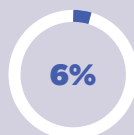
Employment in the Professional, Scientific and Technical Services industry grew solidly over the year to May 2022. Most employment in this industry (over 80%) is concentrated in the capital cities

This is a highly skilled workforce, with two out of every three workers holding a bachelor degree or higher. Reflecting the time it takes to attain the required qualifications, a small share of this workforce is young. Workers in the industry are mostly employed as Professionals (60%). For more information on the Professionals occupation group, please see [page 38](#).

There are opportunities to run your own business within this industry, with around a quarter of the workforce self-employed. While dependent on the role they are performing, workers in this industry often have scope to work remotely.



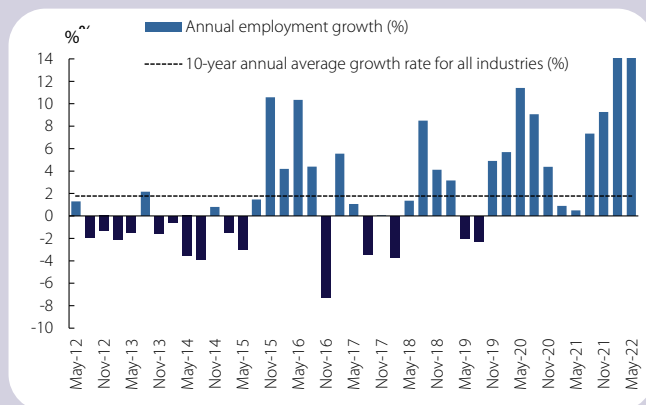
Regional



Aged 15 to 24 years



Self-employed

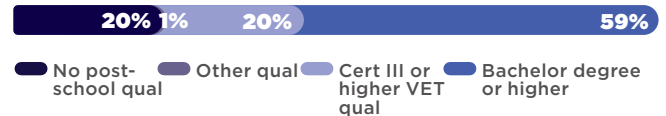


TOP EMPLOYING OCCUPATIONS

	This Industry	All industries
Financial Investment Advisers and Managers	49,700	68,300
Financial Brokers	37,500	42,900
Insurance, Money Market and Statistical Clerks	36,800	39,600
Credit and Loans Officers	35,800	45,700
Bank Workers	35,100	43,500

FINANCIAL AND INSURANCE SERVICES

EDUCATION ATTAINMENT



Employment in the Financial and Insurance Services industry includes banking, insurance and superannuation funds, as well as financial brokering services.

This industry's workforce grew by 16% over the year to May 2022, the highest rate of any industry in Australia.

Employment is concentrated primarily in capital cities, particularly along Australia's east coast, with 46% of the workforce located in New South Wales. This workforce is a highly qualified, with the majority of workers in this industry holding a bachelor degree or higher (almost 60%).

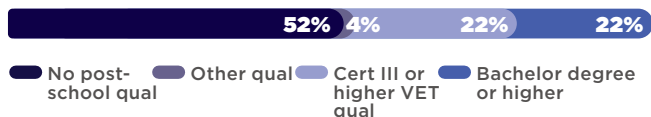
Almost all jobs are for Professionals, Clerical and Administrative Workers, and Managers. For more information on these occupation groups, please see [page 37, 38 and 41](#).

Reflecting the time it takes to attain the required qualifications, a small share of this workforce is aged 15 to 24 years old (just 6%). That said, Bank Workers is one of the largest employing occupations within Financial and Insurance Services and this role generally does not require post-school qualifications and can provide a pathway into the industry.

Jobs by industry

RETAIL TRADE

EDUCATION ATTAINMENT



Retail Trade is Australia's third largest employing industry, and accounts for almost 1.3 million workers. Retail Trade employs more young people than most other industries (30% are aged 15 to 24). This is because entry level roles within the industry generally do not require prior experience or qualifications, with more half the workers having no post-school qualifications.

Many occupations in the industry can also provide flexible hours, allowing work around school and other commitments. It is important to remember that jobs in this industry might not always be formally advertised. When looking for work in Retail Trade remember to ask friends, family and any other contacts if they are aware of any job opportunities. Opportunities might be available by word-of-mouth, or via signs in shop windows and through social media.



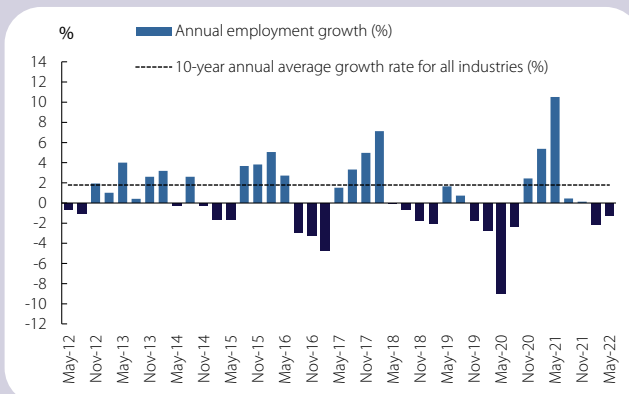
Regional



Aged 15 to 24 years



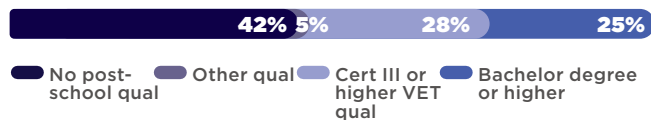
Self-employed



TOP EMPLOYING OCCUPATIONS	This Industry	All industries
Sales Assistants (General)	387,600	550,400
Retail Managers	151,300	229,500
Checkout Operators and Office Cashiers	102,800	140,200
Shelf Fillers	61,300	63,600
Storepersons	39,300	148,300

WHOLESALE TRADE

EDUCATION ATTAINMENT



Wholesalers do not usually have a shop front to sell their items; they are the middle step between producers and retailers.

It is one of the smaller employing industries, with employment mainly located in the capital cities along Australia's east coast. That said, one in four working in this industry live in regional Australia.

Employment in the Wholesale trade industry increased slightly over the year to May 2022, following a series of annual declines. While more than 40% of this workforce does not have post-school qualifications, only a small share of this industry are younger workers (10% are aged 15 to 24 years).

Some employers in this industry also don't advertise their vacancies, instead relying on word-of-mouth or recruiting job seekers who approach their business. Although entry level opportunities exist in every industry, positions in Wholesale Trade may be better suited to job seekers who possess the practical experience employers seek and have the connections to find work in this industry.



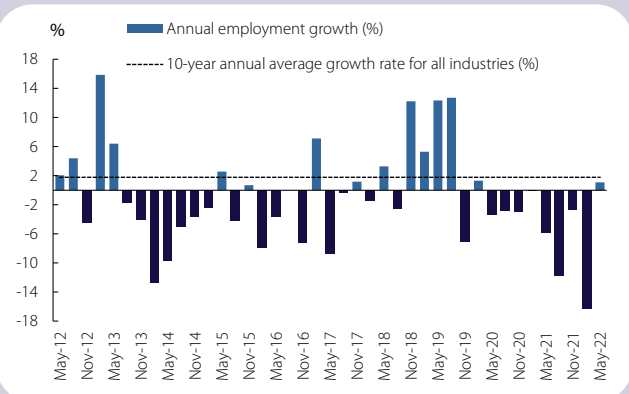
Regional



Aged 15 to 24 years



Self-employed



TOP EMPLOYING OCCUPATIONS	This Industry	All industries
Storepersons	28,400	148,300
Sales Representatives	19,600	62,800
Advertising, Public Relations and Sales Managers	18,700	151,300
Purchasing and Supply Logistics Clerks	18,400	100,000
Sales Assistants (General)	17,400	550,400



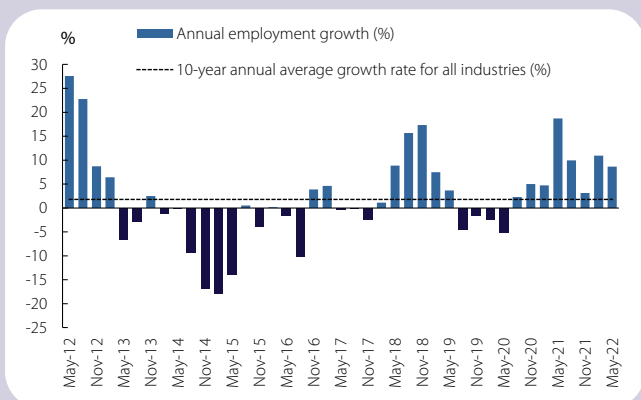
Regional



Aged 15 to 24 years



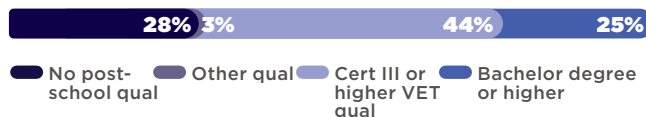
Self-employed



TOP EMPLOYING OCCUPATIONS	This Industry	All industries
Drillers, Miners and Shot Firers	51,900	58,700
Metal Fitters and Machinists	26,000	110,400
Other Building and Engineering Technicians	16,400	32,100
Truck Drivers	12,100	199,900
Production Managers	11,900	63,400

MINING

EDUCATION ATTAINMENT



Mining is an important industry in terms of its export revenue, but it is a relatively small employing industry (accounting for around 2% of Australian jobs).

Employment in this industry tends to have periods of strong growth followed by periods when total employment falls. That said, employment in this industry has been growing strongly over the two years to May 2022.

Employment in this workforce is largely concentrated in Western Australia and Queensland, and one in three workers lives in regional Australia. Exploration is a large component of the industry, with Western Australia currently being the major location for minerals exploration. Workers are often expected to travel for work, with fly-in, fly-out (FIFO) arrangements relatively common.

Post-school qualifications are often required to work in Mining. Around 44% of workers hold a certificate III or higher vocational qualifications, and 25% possess a bachelor degree or higher.

Most of the Mining workforce is male, with only around one in five workers being female. That said, more women are working in this industry, with only 12% of the workforce being female two decades ago, compared with 19% now.

Almost 30% of workers are Machinery Operators and Drivers, 26% are Technicians and Trades Workers, and 20% are Professionals. For more information on these occupations, please see pages 38, 39 and 42.



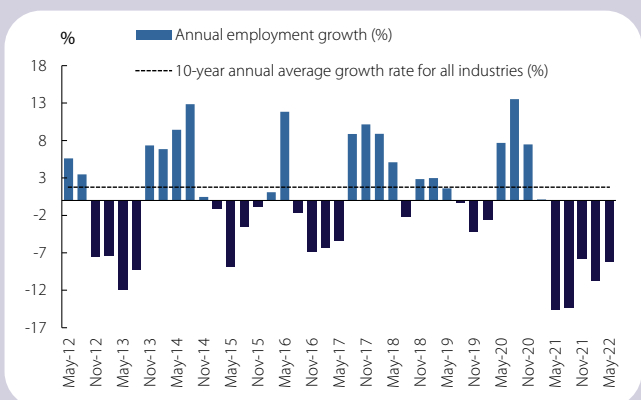
Regional



Aged 15 to 24 years



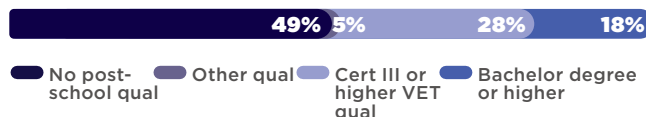
Self-employed



TOP EMPLOYING OCCUPATIONS	This Industry	All industries
Livestock Farmers	71,200	73,100
Crop Farmers	32,900	38,500
Mixed Crop and Livestock Farmers	24,600	29,300
Livestock Farm Workers	22,300	22,800
Crop Farm Workers	15,700	17,500

AGRICULTURE, FORESTRY AND FISHING

EDUCATION ATTAINMENT



Agriculture, Forestry and Fishing is an industry largely made up of workers employed in agribusiness. Most are farmers, living in regional Australia and managing their own properties. This is reflected in the high level of self-employment (around one in two workers, the highest percentage of any industry).

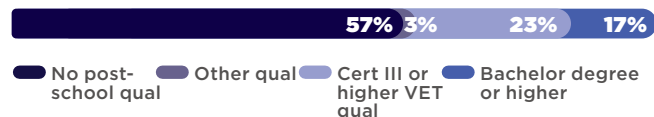
Around 43% of workers are aged 55 years or older (again, the highest of any industry). The need for formal qualifications is less common, with around half of this workforce having no post-school qualifications. Instead, practical skills and experience are more highly valued, with many of these skills being learnt on the job. Formal qualifications, though, can be gained through the VET sector which also contributes to this industry's skills. It is important to note, however, that technologically advanced production systems (i.e. farm automation, artificial intelligence) are becoming more common and the employers who use such systems will require more highly skilled workers.

When looking for work in this industry, seasonal work such as fruit picking is fairly common and may present short-term opportunities for job seekers of all ages.

Jobs by industry

ACCOMMODATION AND FOOD SERVICES

EDUCATION ATTAINMENT



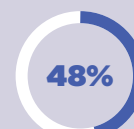
Accommodation and Food Services provides many opportunities for young people looking for their first job, or for mature aged workers looking to re-enter the workforce. One in every three workers in Accommodation and Food Services live in regional Australia.

Almost half of all workers in the Accommodation and Food Services industry are between 15-24 years of age, the highest of any industry. Most entry level roles within this industry generally do not need prior experience or qualifications, with more than half of workers having no post-school qualifications.

Many occupations in this industry also provide flexible hours (around 61% of workers are employed part-time, the highest of any industry), allowing work around school and other commitments. There are employment opportunities within this industry across most occupation groups, and in all states and territories. If you are seeking work in Accommodation and Food Services, consider looking online as many employers in the industry use social media when recruiting.



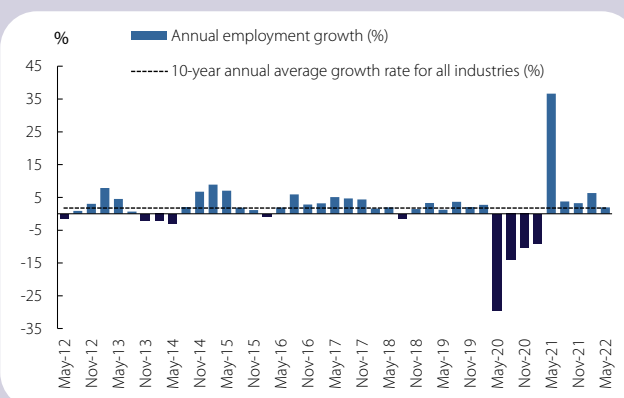
Regional



Aged 15 to 24 years



Self-employed

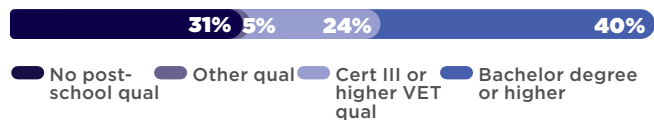


TOP EMPLOYING OCCUPATIONS

	This Industry	All industries
Waiters	115,300	127,000
Kitchenhands	94,500	144,500
Chefs	85,500	114,000
Sales Assistants (General)	82,900	550,400
Bar Attendants and Baristas	81,800	83,200

ARTS AND RECREATION SERVICES

EDUCATION ATTAINMENT



Arts and Recreation Services includes art galleries, museums, and theatres. It also includes employers that offer sporting, recreation services, such as gyms, indoor sport centres or amusement centres.

This is a relatively small employing industry, accounting for around 2% of Australian jobs. Employment in this industry fell over the year to May 2022, after recording a strong rise over the year to May 2021.

Arts and Recreation Services has a relatively young workforce (26% are aged 15 to 24 years), with workers most commonly employed as Community and Personal Service Workers (27% of employment) or Professionals (26%). This industry offers lots of opportunities for flexible work, with close to one in four workers self-employed, and around half employed part-time. Two-thirds of workers in this industry have post-school qualifications and most workers are based in the capital cities (75%).



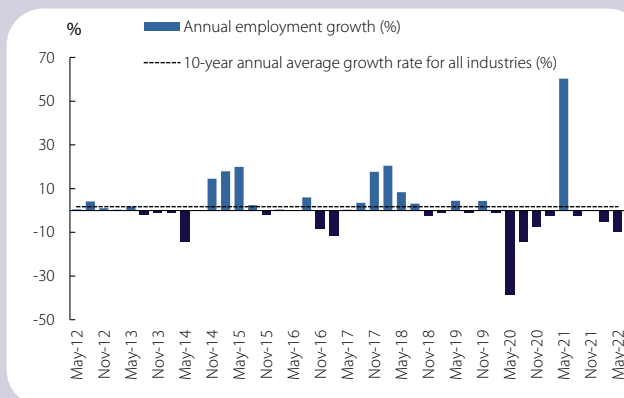
Regional



Aged 15 to 24 years



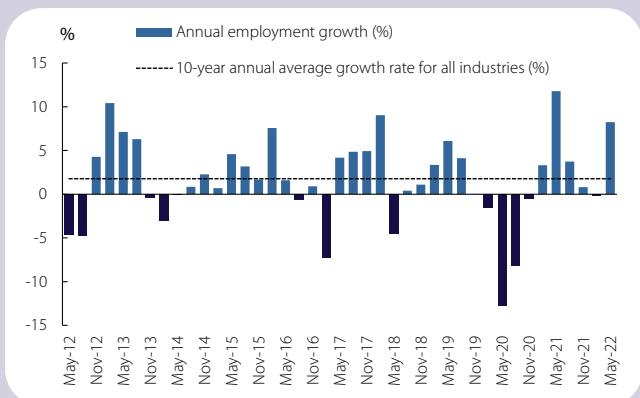
Self-employed



TOP EMPLOYING OCCUPATIONS

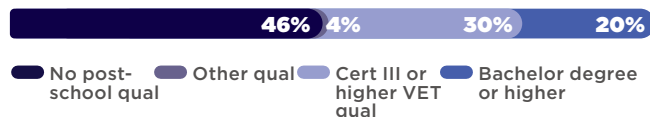
	This Industry	All industries
Sports Coaches, Instructors and Officials	17,400	46,200
Fitness Instructors	10,500	34,300
Sportspersons	8,000	10,900
Receptionists	7,500	193,100
Visual Arts and Crafts Professionals	7,400	12,900

TRANSPORT, POSTAL AND WAREHOUSING



TOP EMPLOYING OCCUPATIONS	This Industry	All industries
Truck Drivers	106,000	199,900
Storepersons	46,700	148,300
Automobile Drivers	45,500	51,200
Bus and Coach Drivers	40,300	47,400
Delivery Drivers	38,400	74,500

EDUCATION ATTAINMENT



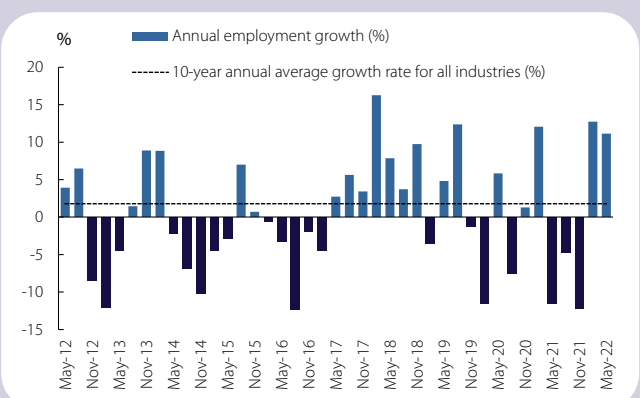
Transport, Postal and Warehousing is a diverse industry that revolves around the movement of people and goods by road, rail or air. Postal and courier services, warehousing and storage are also included.

Employment in the Transport, Postal and Warehousing industry grew strongly over the year to May 2022.

While qualifications are generally not needed for occupations in this industry (almost half of the workers do not have post-school qualifications), licences and tickets may be required. Examples include a forklift licence, truck/heavy vehicle licence, construction white card and 'working at heights' ticket.

Around one in every five workers is self-employed (22%) and around one in every five workers are employed part-time (22%), suggesting that there are options for contract work or flexible hours. This includes Bus and Coach Drivers, Delivery Drivers and Truck Drivers. Almost half (46%) of the workforce are Machinery Operators and Drivers (see page 42 for more information), with Truck Drivers accounting for most of these.

ELECTRICITY, GAS, WATER AND WASTE SERVICES



TOP EMPLOYING OCCUPATIONS	This Industry	All industries
Truck Drivers	14,200	199,900
Electricians	10,200	175,700
Electrical Engineers	6,500	24,300
Electrical Distribution Trades Workers	4,600	7,500
Other Stationary Plant Operators	4,600	27,500

EDUCATION ATTAINMENT



Electricity, Gas, Water and Waste Services is a relatively small employing industry, accounting for around 1% of Australian jobs. This industry covers electricity supply, generation, transmission and distribution, gas supply, water supply as well as sewerage and waste disposal. The electricity supply sector is responsible for the generation of electricity as well as its transmission and distribution. It is also responsible for arranging the sale of electricity via power distribution systems operated by others.

Employment growth in the Electricity, Gas, Water and Waste Services industry was very strong over the year to May 2022. With most of the nation's energy currently coming from the burning of fossil fuels, employment opportunities will exist moving forward as the industry identifies ways which will allow Australians to produce more of its electricity from renewable sources.

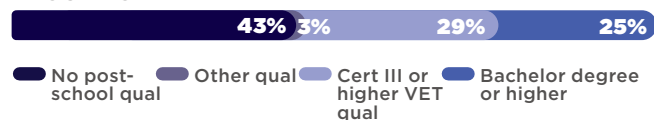
Just 7% of workers are aged 15 to 24 years and very few workers run their own business (6%). Around one in three workers live in regional Australia.

This industry has a highly skilled workforce, with more than three quarters of workers holding post school qualifications of a Certificate III or higher qualification (76%). The VET sector is the main training pathway and entry into this industry is predominantly through the completion of an apprenticeship or traineeship. Information on VET pathways can be found on page 14.

Jobs by industry

ADMINISTRATIVE AND SUPPORT SERVICES

EDUCATION ATTAINMENT



Administrative and Support Services is a small but essential industry which covers many services including office administration, debt collection, call centres, travel agencies, building cleaning, pest control and gardening services.

Annual employment growth in the Administrative and Support Services industry declined over the year to May 2022.

This industry provides good part-time employment opportunities, with 40% of the workforce employed in this manner. Around 12% of the workforce is aged 15 to 24, and around 30% of workers in the Administrative and Support Services industry run their own business, almost double the national average.

Many jobs also do not need post-school qualifications. However, while the share of workers without a post-school qualification in this industry is above the national average, more than half of all workers still have a certificate III or higher qualification. Some practical experience may be highly regarded by employers. Jobs like cleaning and gardening can be physically demanding and may not be suited to all job seekers.



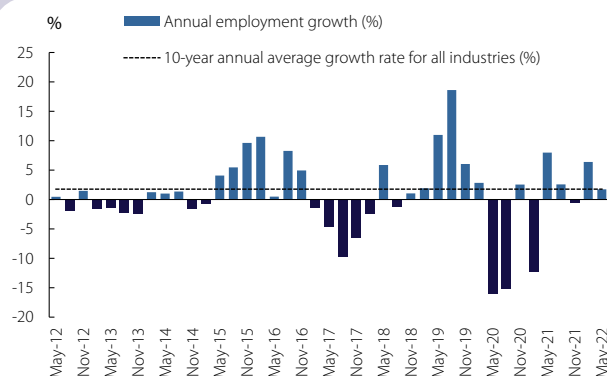
Regional



Aged 15 to 24 years



Self-employed

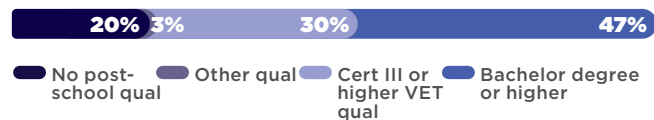


TOP EMPLOYING OCCUPATIONS

TOP EMPLOYING OCCUPATIONS	This Industry	All industries
Commercial Cleaners	81,700	138,900
Domestic Cleaners	34,500	44,100
Human Resource Professionals	32,700	84,500
Gardeners	27,200	84,000
General Clerks	13,800	305,000

PUBLIC ADMINISTRATION AND SAFETY

EDUCATION ATTAINMENT



Public Administration and Safety includes federal, state and local government administration and services like the police force.

Employment in the Public Administration and Safety industry has increased steadily over the last two years. The increase in workers is potentially due to the development and implementation of support programs as part of the Australian Government's COVID-19 economic response, or equivalent state and territory government initiatives.

Just under 30% of workers are based in regional Australia, consistent with the national average across all industries.

This workforce is highly skilled (with three out of every four workers holding post school qualifications of a certificate III or higher), relatively old (just 5% are aged 15 to 24 years) and full-time work is common (84% of employment). Given this, there are fewer opportunities for entry level positions within this industry. All federal government departments, though, offer graduate programs for university graduates interested in a career in the Australian Public Service.



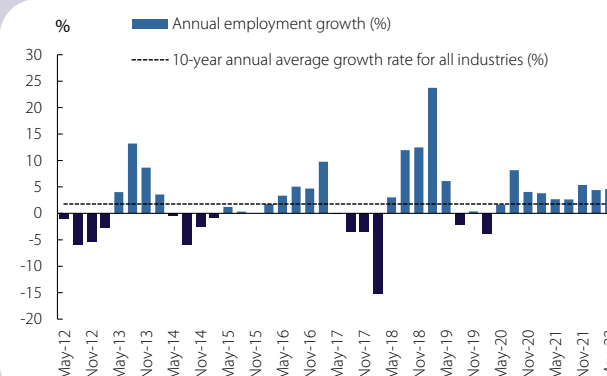
Regional



Aged 15 to 24 years

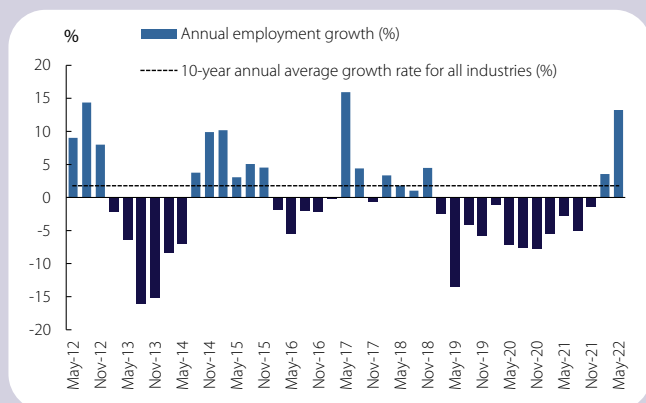


Self-employed



TOP EMPLOYING OCCUPATIONS

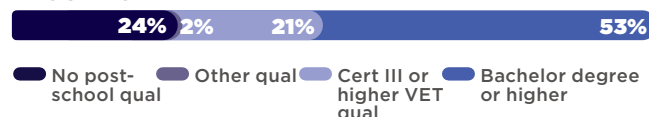
TOP EMPLOYING OCCUPATIONS	This Industry	All industries
Police	72,600	83,000
General Clerks	65,100	305,000
Security Officers and Guards	43,700	61,000
Contract, Program and Project Administrators	38,700	138,700
Inspectors and Regulatory Officers	27,800	32,100



TOP EMPLOYING OCCUPATIONS	This Industry	All industries
Film, Television, Radio and Stage Directors	12,800	15,000
Artistic Directors, and Media Producers and Presenters	9,500	16,600
Telecommunications Engineering Professionals	9,500	17,700
Telecommunications Trades Workers	9,400	18,200
Librarians	8,200	14,800

INFORMATION MEDIA AND TELECOMMUNICATIONS

EDUCATION ATTAINMENT

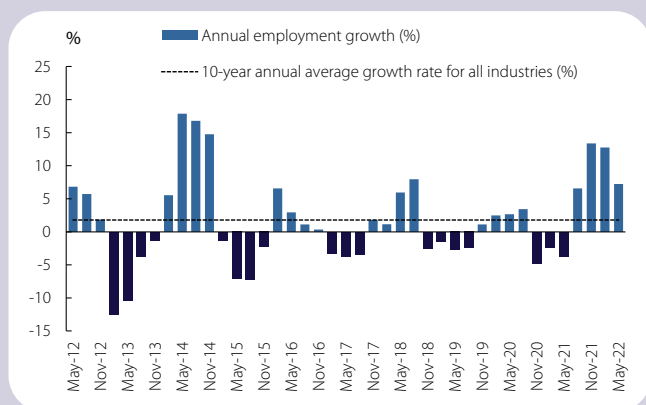


While Information Media and Telecommunications is a relatively small industry (representing around 2% of employment within Australia), it has a diverse profile and includes businesses such as newspaper and internet publishers, television and radio broadcasting, and telecommunications infrastructure and networks. While employment in this industry grew strongly over the year to May 2022, it has been generally declining over recent years.

Employment is mainly located in Sydney and Melbourne, but 18% of jobs are in regional Australia, and 15% run their own business. It is a highly skilled workforce, with almost three quarters holding post school qualifications of a certificate III or higher qualification. A relatively small proportion of workers are aged 15 to 24 (11%).

While qualifications are generally mandatory for the more technical roles, employers in some sectors of the industry (for example, publishing and broadcasting) may also see value if you can demonstrate your ability by showcasing a portfolio. Employers value prior experience and a portfolio is a good way to present evidence of your relevant skills and abilities.

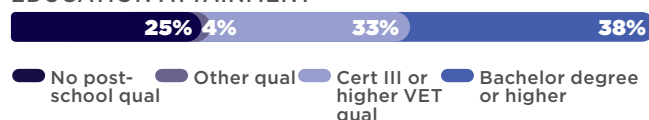
Workers in this industry are typically interested in journalism, creative and technical writing, photography, video and music production and backstage production services, as well as computer programming, engineering and related technical and electronic support.



TOP EMPLOYING OCCUPATIONS	This Industry	All industries
Real Estate Sales Agents	91,500	96,700
Other Hospitality, Retail and Service Managers	10,900	81,500
General Clerks	8,400	305,000
Land Economists and Valuers	8,300	15,200
Accountants	7,600	215,200

RENTAL, HIRING AND REAL ESTATE SERVICES

EDUCATION ATTAINMENT



While Rental, Hiring and Real Estate Services is a relatively small industry, it has shown strong growth in late 2021 and early 2022.

Almost 42% of the workforce are Sales Workers (see page 41 for more information), with Real Estate Sales Agents accounting for most of these. Over 70% of workers hold post school qualifications of a certificate III or higher qualification, slightly above the average for all industries (66%).

Many workers are self-employed, with 29% running their own business. More than one out of every four workers in this industry live in regional Australia. Work is commonly full-time (76%) and employment is evenly split along gender lines.

JOBS BY OCCUPATION

Managers

1 in 4 aged 55 or older

TOP EMPLOYING OCCUPATIONS

- 1 Retail Managers
- 2 Advertising, Public Relations and Sales Managers
- 3 Construction Managers

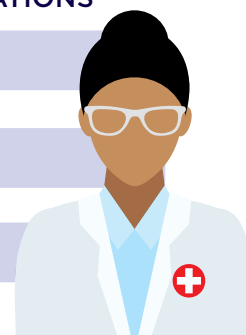


Professionals

3 in 4 hold a bachelor degree or higher

TOP EMPLOYING OCCUPATIONS

- 1 Registered Nurses
- 2 Accountants
- 3 Primary School Teachers



Technicians and Trades Workers

84% employed full time

TOP EMPLOYING OCCUPATIONS

- 1 Electricians
- 2 Carpenters and Joiners
- 3 Motor Mechanics



Community and Personal Service Workers

45% employed in Health Care and Social Assistance

TOP EMPLOYING OCCUPATIONS

- 1 Aged and Disabled Carers
- 2 Waiters
- 3 Child Carers

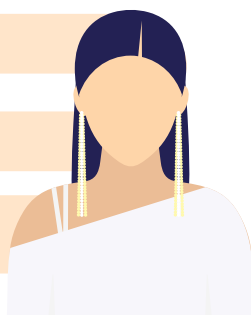


Clerical and Administrative Workers

Almost 3 in 4 workers are female

TOP EMPLOYING OCCUPATIONS

- 1 General Clerks
- 2 Receptionists
- 3 Contract, Program and Project Administrators



Sales Workers

38% are aged 15 to 24 years

TOP EMPLOYING OCCUPATIONS

- 1 Sales Assistants (General)
- 2 Checkout Operators and Office Cashiers
- 3 Real Estate Sales Agents



Machinery Operators and Drivers

80% employed full time

TOP EMPLOYING OCCUPATIONS

- 1 Truck Drivers
- 2 Storepersons
- 3 Forklift Drivers



Labourers

60% do not hold post-school qualifications

TOP EMPLOYING OCCUPATIONS

- 1 Kitchenhands
- 2 Commercial Cleaners
- 3 Shelf Fillers



MANAGERS

There are over 1.7 million Australians employed in Manager roles across the country. These occupations can be very diverse and Managers work across many different types of organisations and industries.

Are qualifications or experience needed?

This is a relatively skilled group, as Managers generally hold senior positions, taking responsibility for staff and operations. This means qualifications and experience are usually needed, however, sometimes significant on-the-job experience is sufficient.

The majority of Managers hold post-school qualifications, although this is less common for Farmers and Farm Managers and Hospitality, Retail and Service Managers.

The need for workplace experience is reflected in the age profile of the workforce. More than half of all Managers are aged 45 years or older. Just 3% are aged 15 to 24 years, although there are more opportunities for young people in Hospitality, Retail and Service Manager positions (accounting for 7% of this group), in roles such as Amusement, Fitness and Sport Centre Managers or Conference and Event Organisers. Managers are typically skilled in communication and building relationships, planning, budgeting and problem solving.

In which industries do managers work?

Managers work in every industry, but the largest shares are in Retail Trade and Agriculture, Forestry and Fishing (12% and 10% respectively). Other major employing industries include Manufacturing, and Professional, Scientific and Technical Services (both 9% respectively) as well as Construction and Accommodation and Food Services (both 8% respectively).

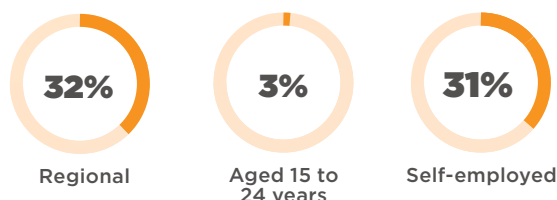
Some Manager occupations are concentrated in specific industries. For example, Café and Restaurant Managers are mainly employed in Accommodation and Food Services. For other Manager occupations, such as General Managers and Human Resource Managers, employment is spread across all industries.

Are there job opportunities?

When looking for Manager vacancies, remember they are not always advertised online. Some positions are filled by the promotion of existing workers, while others are advertised in less formal ways such as word of mouth or head hunting. It is important for job seekers who are looking for Manager positions to remember this and use professional networks to help bolster their recruitment chances.

Will there be future opportunities?

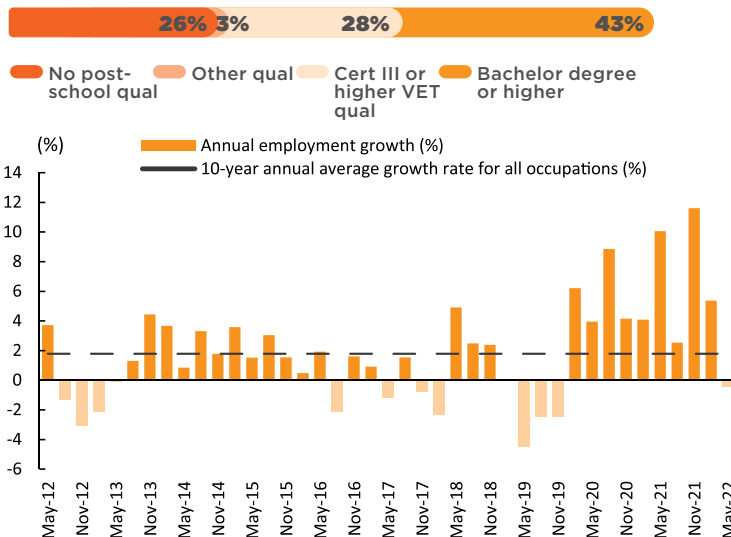
Managers often perform a range of non-routine, cognitive duties (such as problem solving) so this occupation group is less susceptible to automation.



Top employing occupations

Retail Managers	229,500
Advertising, Public Relations and Sales Managers	151,300
Construction Managers	114,900
Human Resource Managers	88,100
General Managers	85,500

EDUCATION ATTAINMENT



Occupation subgroup	Employment			Employment Profile				Workforce Educational Profile			Projected Employ't
	Employ't May 2022	5 year change to May 2022	%	Part-time	Female	Aged 15 to 24 years	Aged 55 years or older	Bachelor degree or higher	Cert III or higher VET qual	No post-school qual	5 year change to May 2026
	'000	'000	%	%	%	%	%	%	%	%	%
Chief Executives, General Managers and Legislators	126.4	29.1	30.0	11	33	1	33	60	21	15	7.9
Farmers and Farm Managers	154.4	13.0	9.2	22	28	3	57	16	30	46	5.3
Specialist Managers	933.4	199.6	27.2	10	38	2	21	54	26	17	12.1
Hospitality, Retail and Service Managers	529.5	5.0	0.9	18	45	7	24	29	30	37	5.5
All Managers	1,730.4	215.1	14.2	14	39	3	26	43	28	26	9.2

Sources: ABS, Australian and New Zealand Standard Classification of Occupations; ABS, Census 2016; ABS, Characteristics of Employment; ABS, Education and Work; ABS, Labour Force (seasonally adjusted and annual averages of original data); National Skills Commission, Employment Projections.

Jobs by occupation

PROFESSIONALS

Professionals is the largest employing occupation group in Australia (accounting for around one in every four workers).

There are clear differences in the representation of men and women across occupations in the Professionals group. Around 73% of Health Professionals and 71% of Education Professionals are female, but 79% of ICT Professionals are male. The extent of part-time employment also varies, being relatively rare for ICT Professionals but more common for Arts and Media Professionals, Health Professionals, and Education Professionals.

Are qualifications needed?

Most Professional jobs require a bachelor degree or higher qualification (79% of Professionals have this level of qualification), so university study is the main pathway for employment. Reflecting the time it takes to gain relevant qualifications, a relatively small proportion of Professionals are aged 15 to 24 years (7%). Arts and Media Professionals are the most likely to be in this age group (10% are aged 15 to 24).

In addition to qualifications, skills that are often required to be a Professional include communication, planning, project management, problem solving, writing and research.

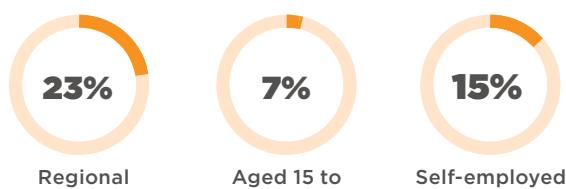
Are there job opportunities?

There will continue to be job opportunities for Professionals. Along with the rising demand for these workers, the supply of university educated Australians is also increasing, with higher education enrolments increasing significantly over the past decade. With more university graduates, and more people searching for work, there are now large numbers of qualified applicants competing for some Professional occupations.

With increased competition, job seekers are encouraged to be as flexible as possible with their availability and highlight their transferable skills and experience. Employers will be looking for reliable and flexible workers, with good communication skills who can learn new tasks quickly and adapt to new working environments. If you can, give examples from your work history which highlight these skills and can help you stand out from the crowd.

In which industries do Professionals work?

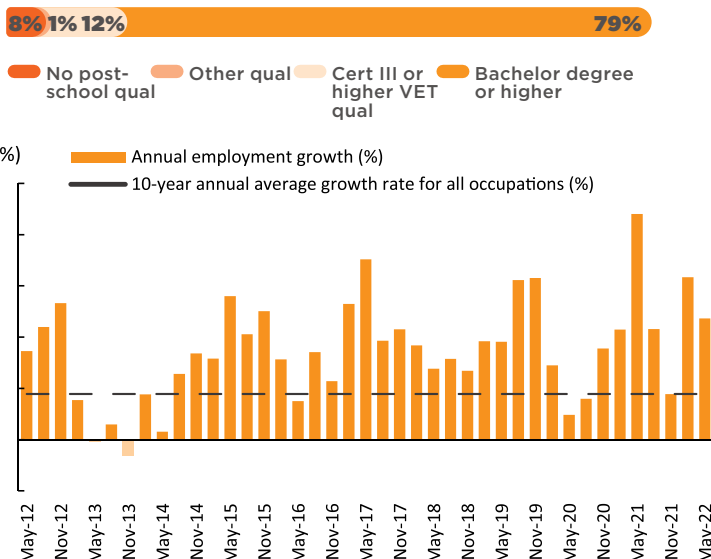
Around two thirds of Professionals are employed in just three industries: Health Care and Social Assistance (23% of Professional employment), Professional, Scientific and Technical Services (21%) and Education and Training (20%).



Top employing occupations

Registered Nurses	320,200
Accountants	215,200
Primary School Teachers	165,100
Secondary School Teachers	153,100
Software and Applications Programmers	150,600

EDUCATION ATTAINMENT



Occupation subgroup	Employment			Employment Profile				Workforce Educational Profile			Projected Employ't
	Employ't May 2022	5 year change to May 2022	%	Part-time	Female	Aged 15 to 24 years	Aged 25 to 55 years or older	Bachelor degree or higher	Cert III or higher VET qual	No post-school qual	5 year change to May 2026
	'000	'000	%	%	%	%	%	%	%	%	%
Arts and Media Professionals	105.1	-1.8	-1.7	40	51	10	21	63	14	19	8.0
Business, Human Resource and Marketing Professionals	891.7	181.6	25.6	18	51	6	17	73	14	11	13.0
Design, Engineering, Science and Transport Professionals	502.5	74.7	17.5	15	33	8	15	78	13	7	12.2
Education Professionals	635.0	73.9	13.2	34	71	7	21	83	10	6	10.4
Health Professionals	734.5	114.9	18.5	36	73	6	18	85	10	4	15.5
ICT Professionals	389.7	141.9	57.2	8	21	5	13	77	12	10	26.3
Legal, Social and Welfare Professionals	315.5	80.3	34.1	30	66	5	21	83	11	6	18.1
All Professionals	3,593.3	666.4	22.8	25	55	7	18	79	12	8	14.7

Sources: ABS, Australian and New Zealand Standard Classification of Occupations; ABS, Characteristics of Employment; ABS, Education and Work; ABS, Labour Force (seasonally adjusted and annual averages of original data); National Skills Commission, Employment Projections.

TECHNICIANS AND TRADES WORKERS

Technicians and Trades Workers undertake a variety of skilled manual tasks. They apply technical, trade or industry specific knowledge in construction, manufacturing, scientific, engineering and other activities.

Regional employment is fairly common with more than a third of workers employed across regional Australia.

A relatively large proportion of this group are self-employed (26%), particularly Construction Trades Workers (45%), and full-time work is common.

Technicians and Trades Workers has the second lowest percentage of female workers of any occupation group (17%). This is especially apparent for Automotive and Engineering Trades Workers, Construction Trades Workers, and Electrotechnology and Telecommunications Trades Workers with women representing 3% or less of these workforces. That said, there are still more than 20,000 females working in these trades. There are also a number of Technicians and Trades Workers occupations that have large shares of female workers, such as Veterinary Nurses (98%) and Medical Technicians (73%).

What qualifications and skills are needed?

Around 60% of Technicians and Trades Workers hold a certificate III or higher vocational qualification, with apprenticeships and traineeships providing a key training pathway for many occupations in this group.

Common skills that are needed include technical and trade specific skills (such as welding and cooking), along with general employability skills that are valued across most occupations (such as communication, planning and problem solving).



Top employing occupations

Electricians	175,700
Carpenters and Joiners	144,900
Motor Mechanics	114,800
Chefs	114,000
Metal Fitters and Machinists	110,400

In which industries are Technicians and Trades Workers employed?

Construction accounts for the largest share of these workers (33%), followed by Other Services (which includes automotive repair and maintenance) (14%) and Manufacturing (13%).

Are there job opportunities?

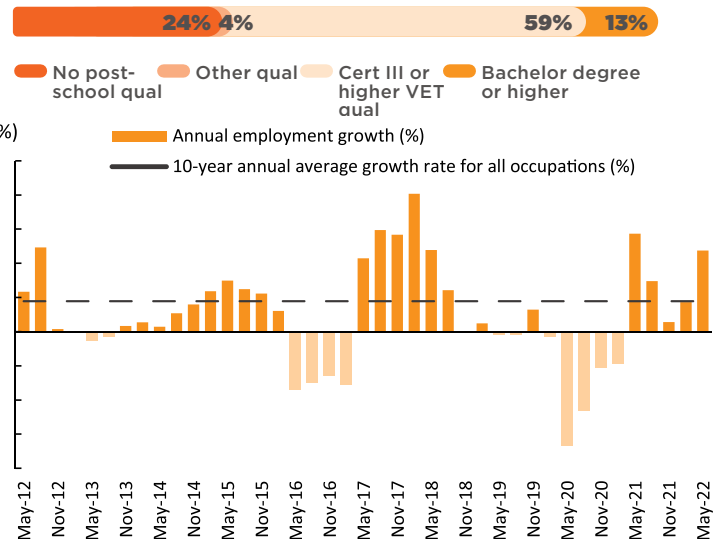
Public infrastructure projects will continue to fuel demand for the Construction industry, including Technician and Trades Workers.

Many vacancies for Technicians and Trades Workers can be advertised informally. When seeking work in this occupation, it pays to be proactive by approaching employers directly (e.g. by email or by phone and reaching out through your network of family and friends). Importantly, employers are increasingly using social media to recruit for Technicians and Trades Workers (up from 19% of employers in 2020 to 29% in 2021), make sure you are checking for job vacancies on social media (including jobs groups on Facebook).

Will there be future opportunities?

Demand is likely to be ongoing for Technicians and Trades Workers. Given their role within the economy, there will always be demand for those workers who can build, construct, fix and mend. While there may be automation for some routine tasks, many occupations involve non-routine or unpredictable duties which are more difficult to automate.

EDUCATION ATTAINMENT



Occupation subgroup	Employment			Employment Profile				Workforce Educational Profile			Projected Employ't
	Employ't May 2022	5 year change to May 2022	%	Part-time	Female	Aged 15 to 24 years	Aged 25 to 55 years or older	Bachelor degree or higher	Cert III or higher VET qual	No post-school qual	5 year change to May 2026
	'000	'000	%	%	%	%	%	%	%	%	%
Engineering, ICT and Science Technicians	297.1	44.9	17.8	15	26	9	18	39	43	15	12.9
Automotive and Engineering Trades Workers	371.0	13.7	3.8	8	3	15	19	5	74	17	2.2
Construction Trades Workers	417.5	38.7	10.2	10	2	23	14	2	60	32	1.6
Electrotechnology and Telecommunications Trades Workers	253.2	18.1	7.7	8	2	20	12	8	70	17	6.1
Food Trades Workers	206.6	19.2	10.3	30	35	15	12	16	50	33	8.1
Skilled Animal and Horticultural Workers	143.8	10.1	7.5	33	33	19	19	14	42	36	11.8
Other Technicians and Trades Workers	195.0	17.7	10.0	33	48	13	24	11	57	26	5.2
All Technicians and Trades Workers	1,873.8	140.4	8.1	16	17	17	17	13	59	24	6.1

Sources: ABS, Australian and New Zealand Standard Classification of Occupations; ABS, Characteristics of Employment; ABS, Education and Work; ABS, Labour Force (seasonally adjusted and annual averages of original data); National Skills Commission, Employment Projections; National Skills Commission, Recruitment Methods Used by Employers report.

Jobs by occupation

COMMUNITY AND PERSONAL SERVICE WORKERS

Community and Personal Service Workers provide a wide range of services, including in the areas of aged and disability care, health and social welfare, child care, hospitality, policing, tourism and sports. Employment is largely concentrated in four industries, with 43% employed in Health Care and Social Assistance, 17% in Accommodation and Food Services, and 13% in both Education and Training, and in Public Administration and Safety. Workers are mainly female (69%) and part-time employment is common (54%), although there are differences by subgroup. For example, Protective Service Workers (which includes Police, Fire and Emergency Workers and Security Officers and Guards) is largely a male workforce (78%) and has a relatively low level of part-time employment (11%).

Are qualifications needed?

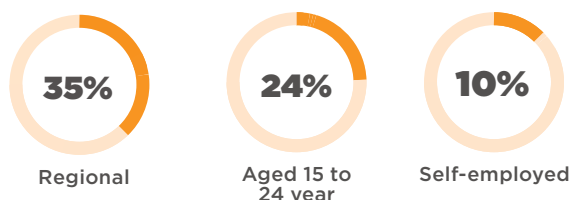
Entry pathways are varied, reflecting the diverse range of services provided by workers in this group. Around 43% of workers have a certificate III or higher vocational qualification, 32% do not hold a post-school qualification and 21% have a bachelor degree or higher. Health and Welfare Support Workers (which includes Ambulance Officers and Paramedics and Dental Hygienists, Technicians and Therapists) is the most highly educated subgroup, with over 90% holding post-school qualifications.

Are there job opportunities?

Some occupations in this group provide good entry level employment opportunities. For example, young workers (aged 15 to 24 years) account for 62% of Hospitality Workers and post-school study is often not needed for these jobs. It is important that you also remember to check the websites of big employers (as many will only advertise jobs on their own websites) as well as recruitment websites (particularly for the health care sector) and job boards. Employers recruiting for Community and Personal Service Workers are the most likely to use social media to recruit (including jobs groups on Facebook), so keep this in mind when looking for work.

Will there be future opportunities?

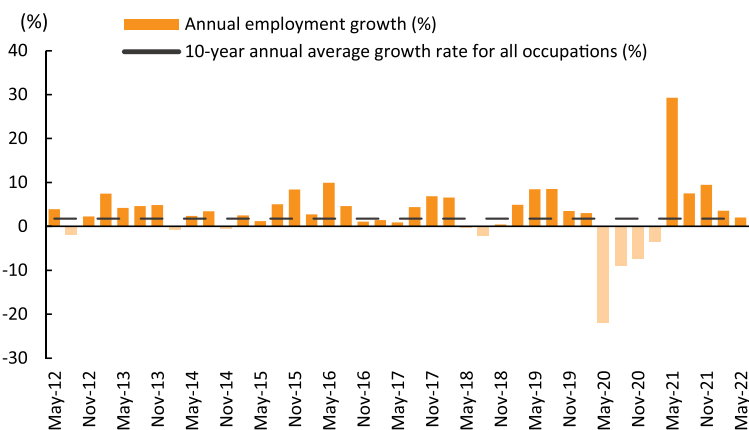
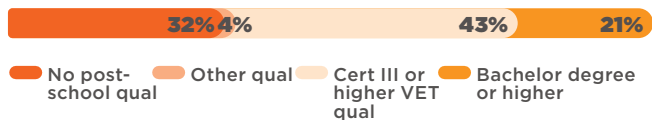
Jobs in this group typically require a high degree of interpersonal and communication skills, which are difficult to automate. With most of the workers in this occupation employed in Health Care and Social Assistance, future demand is expected to be driven by population growth, as well as an ageing population.



Top employing occupations

Aged and Disabled Carers	288,200
Waiters	127,000
Child Carers	125,600
Education Aides	106,000
Nursing Support and Personal Care Workers	105,000

EDUCATION ATTAINMENT



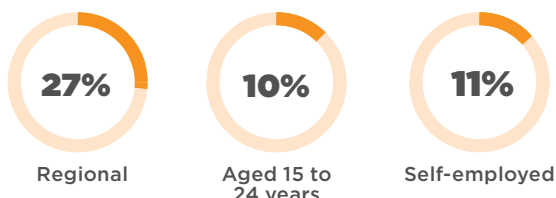
Occupation subgroup	Employment			Employment Profile				Workforce Educational Profile			Projected Employ't
	Employ't May 2022	5 year change to May 2022	%	Part-time	Female	Aged 15 to 24 years	Aged 55 years or older	Bachelor degree or higher	Cert III or higher VET qual	No post-school qual	5 year change to May 2026
	'000	'000	%	%	%	%	%	%	%	%	%
Health and Welfare Support Workers	153.8	36.2	30.8	35	71	9	19	33	54	9	17.5
Carers and Aides	653.2	111.0	20.5	59	83	16	21	19	53	25	17.5
Hospitality Workers	270.0	-15.6	-5.5	74	67	62	6	17	20	59	10.2
Protective Service Workers	182.6	26.9	17.3	11	22	7	15	26	46	21	5.7
Sports and Personal Service Workers	190.5	-3.0	-1.6	60	66	25	15	22	34	38	8.0
All Community and Personal Service Workers	1,448.9	148.5	11.4	54	69	24	16	21	43	32	13.5

Sources: ABS, Australian and New Zealand Standard Classification of Occupations; ABS, Characteristics of Employment; ABS, Education and Work; ABS, Labour Force (seasonally adjusted and annual averages of original data); National Skills Commission, Recruitment Methods Used by Employers report; National Skills Commission, Employment Projections..

CLERICAL AND ADMINISTRATIVE WORKERS

Clerical and Administrative Workers provide support to businesses by organising, storing, manipulating and retrieving information. Employment is spread widely across industries but most jobs are likely to be office-based.

This workforce is mainly female, with women accounting for 73% of these workers. Within this group, though, there is some variation with women making up 94% of Personal Assistants and Secretaries but only 41% of Clerical and Office Support Workers. The age profile of this occupation is relatively old, with close to a quarter of workers aged 55 years or older.



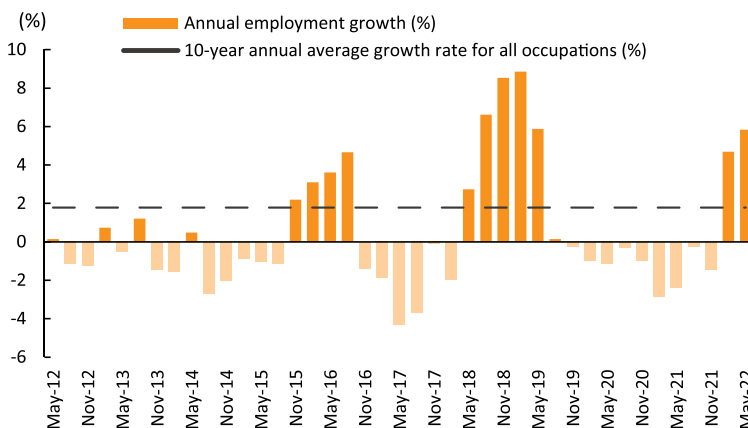
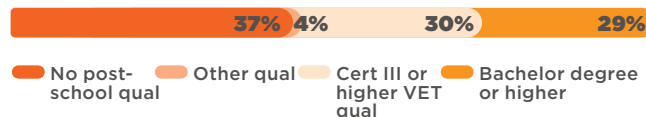
Top employing occupations

General Clerks	305,000
Receptionists	193,100
Contract, Program and Project Administrators	138,700
Office Managers	137,100
Accounting Clerks	129,900

There are also opportunities in this group for workers who do not hold post-school qualifications, with more than a third of this group not having completed further study.

Competition for these positions can be fierce, with employers recruiting for Clerical and Administration Workers typically receiving the highest number of average applicants per vacancy of all the occupation groups. For advice on how to stand out from the crowd, please see page 6.

EDUCATION ATTAINMENT

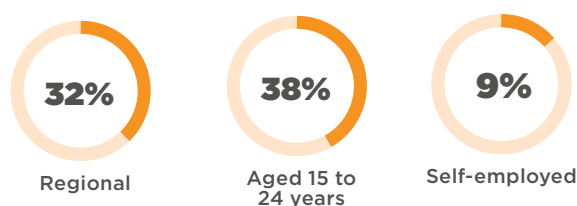


SALES WORKERS

Sales Workers sell goods, services and property, and provide sales support. A large share of these workers is employed in Retail Trade (59%).

Few jobs in this group require post-school qualifications and the workforce is relatively young (38% are aged 15 to 24 years). These jobs are often people's first employment and the seven day a week trading hours of many retail stores create part-time employment opportunities for students (56% of jobs are part-time).

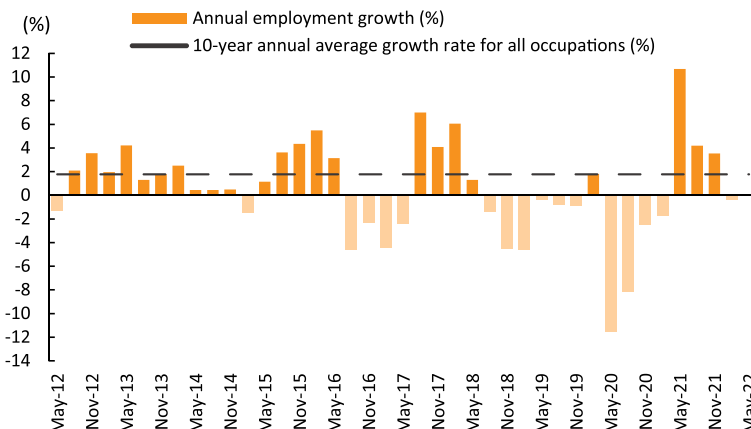
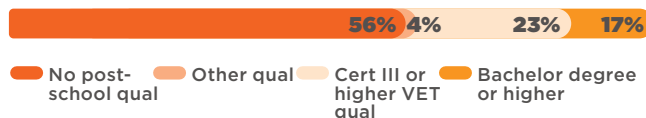
Jobs are often advertised through informal methods, while some vacancies are filled through applicants approaching employers for work. Research by the National Skills Commission (NSC) indicates that more than one in five employers looking to hire Sales Workers may not advertise their vacancies, instead relying on word of mouth or recruiting the job seekers that approach the business looking for work. Social media is also increasingly being used to recruit for Sales Workers.



Top employing occupations

Sales Assistants (General)	550,400
Checkout Operators and Office Cashiers	140,200
Real Estate Sales Agents	96,700
Sales Representatives	62,800
Motor Vehicle and Vehicle Parts Salespersons	43,300

EDUCATION ATTAINMENT



Sources: ABS, Australian and New Zealand Standard Classification of Occupations; ABS, Characteristics of Employment; ABS, Education and Work; ABS, Labour Force (seasonally adjusted and annual averages of original data); National Skills Commission, Recruitment Experiences and Outlook Survey, unpublished data; National Skills Commission, Recruitment Methods Used by Employers report.

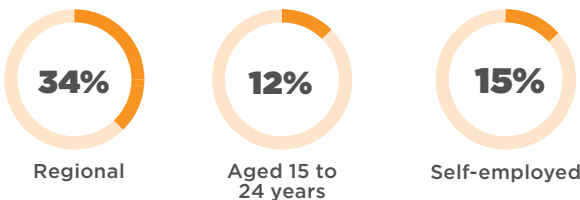
Jobs by occupation

MACHINERY OPERATORS AND DRIVERS

Machinery Operators and Drivers operate machines, vehicles and are mainly employed in Transport, Postal and Warehousing, Manufacturing and Mining. More than one third of workers are employed in regional Australia.

Post-school qualifications are often not essential to gain employment in this group. However, the hazardous nature of some occupations may require tickets and/or licences to illustrate you have undertaken the proper training to keep yourself and your colleagues safe while successfully performing your job.

Employers value skills such as communication, teamwork, problem solving, creativity and initiative. If you are considering working in this area, it may pay to look beyond recruitment websites.

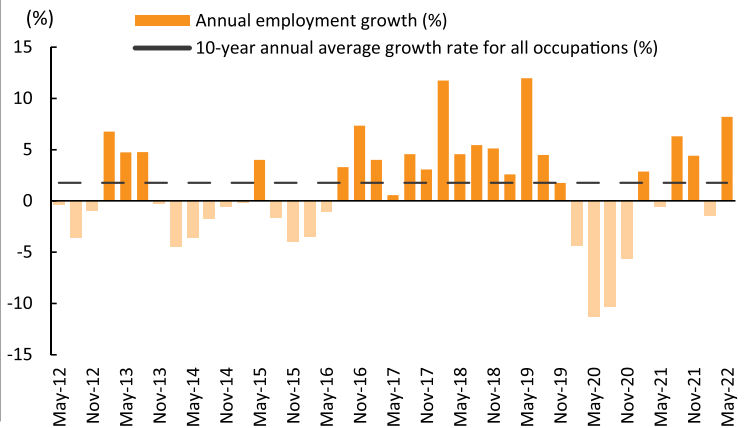
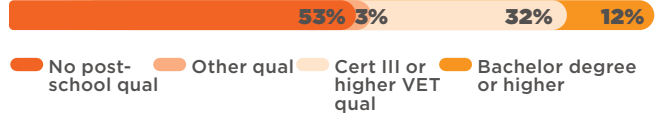


Top employing occupations

Truck Drivers	199,900
Storepersons	148,300
Forklift Drivers	74,700
Delivery Drivers	74,500
Drillers, Miners and Shot Firers	58,700

While over half of recruiting employers use recruitment websites and jobs boards to hire Machinery Operators and Drivers, jobs are also relatively frequently not advertised, with employers filling them through their own contacts or through jobs seekers who approach them directly. In addition, around one in five employers use social media when hiring Machinery Operators and Drivers. This occupation group is mostly male (88% of the workforce). Within this group though, there is some variation, with females accounting for 27% of people employed as Storepersons.

EDUCATION ATTAINMENT

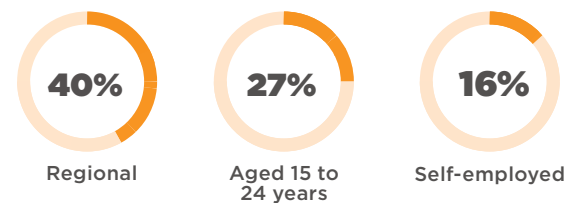


LABOURERS

Labourers perform a variety of routine and repetitive physical tasks. Some Labourer jobs require physical fitness (like Building and Plumbing Labourers) but not all involve heavy work (for example, Fast Food Cooks).

Most Labourer positions do not generally require post-school qualifications. Further, more than a quarter of workers (27%) are aged 15 to 24 years and part-time work is common. Accordingly, there are good opportunities for young people to gain work experience or combine work with study.

There are also opportunities for workers across Australia, with 40% of Labourers employed in regional areas. While formal qualifications are not necessarily a requirement for these roles, some may require mandatory tickets or licences to illustrate you have undertaken the proper training to keep yourself and your colleagues safe while successfully performing your job. In addition, job seekers will generally need to possess a driver licence and their own transport.

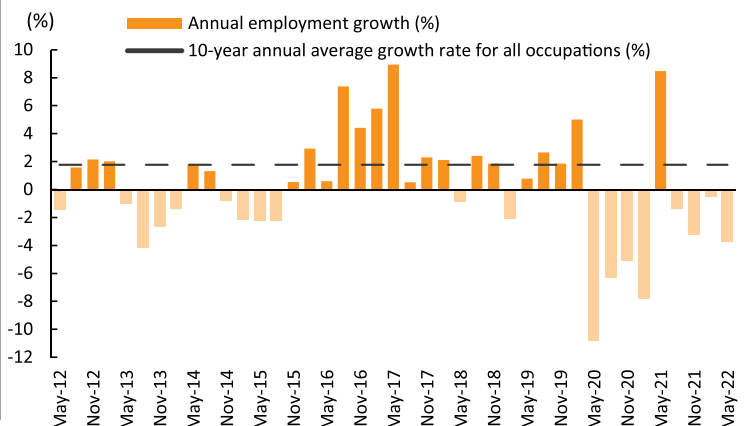


Top employing occupations

Kitchenhands	144,500
Commercial Cleaners	138,900
Shelf Fillers	63,600
Fast Food Cooks	63,100
Other Miscellaneous Labourers	61,900

Jobs in this group are often advertised informally, with many being filled by applicants approaching the employer directly. Almost 40% of employers who recruit for Labourers use word-of-mouth. If you are looking for work in these occupations, consider speaking to friends, family and your broader network about opportunities. There has also been an increase in the proportion of employers using social media when hiring Labourers (to 24% of employers in 2021).

EDUCATION ATTAINMENT



Sources: ABS, Australian and New Zealand Standard Classification of Occupations; ABS, Characteristics of Employment; ABS, Education and Work; ABS, Labour Force (seasonally adjusted and annual averages of original data); National Skills Commission, Recruitment Methods Used by Employers report

ARE YOU 15 TO 24 AND MAKING PLANS FOR THE FUTURE?

You might be getting ready to leave school or graduate from university. You might be thinking about changing jobs, or are finishing training. Support is here to help you make your next move. You can talk to a career practitioner for free, or you can download the School Leavers Information Kit (<https://www.yourcareer.gov.au/school-leavers-support/school-leavers-information-kit-card>).

WANT TO TALK TO SOMEONE ABOUT YOUR OPTIONS?

We offer a free, dedicated information service available to answer your questions and provide support over the phone. You can talk to an Information Officer or book a career guidance session with an experienced career practitioner. To book your free session:

- Call **1800 CAREER** or **1800 227 337**
- Text **SLIS2023** to **0429 009 435**
- Email schoolleavers.nci@dewr.gov.au

The **School Leavers Information Service** offers people aged 15 to 24 with post-secondary school pathway information, and connects them to an experienced career practitioner for a free, 45-minute, personalised career guidance session over the phone.

Our career practitioners can help you with:

- looking for work
- resume building and identifying your skills
- apprenticeships or traineeships
- career planning and management
- short-term study options

We also have information officers who can help you:

- understand the School Leavers Information Kit (SLIK)
- use yourcareer.gov.au
- finding additional support services for you.

IDENTIFY YOUR SKILLS!

No matter what option you pursue, don't forget that you already have a range of employability skills that can help you. Employability skills – like communication and teamwork – are important in all education, training and work pathways.

The SLIK includes information about how you can characterise your employability skills by drawing on your experiences. It shows you how you can build these skills into your résumé, or education and training applications, to set you apart from the crowd. The SLIK also shows how you can apply your skills within a range of different industries.

Organisational skills

"For my part-time job as a supermarket attendant, I always attended my shifts on time, had good time management, could be relied upon to meet deadlines and wasn't distracted by my phone."

Digital capabilities

"At school I learned how to use Microsoft Word, Outlook, PowerPoint and Excel. I understand how to do basic tasks using all these tools and am eager to learn more."

Communication and social skills

"Volunteering at the local animal shelter, I developed clear and professional verbal and written communication skills. I also built my confidence engaging with people from a range of backgrounds."

Teamwork

"Playing as part of the First XV, I learned how to work effectively with others and build a positive team culture."

Plus, there is information about:

- further education and training
- different industries across Australia
- gap years, volunteering, working harvest jobs in regional Australia or starting your own business
- applying for jobs.

And, tailored information, no matter your location or circumstance:

- disability and special education needs
- localised information in each state and territory
- rural, regional and remote support
- Aboriginal and Torres Strait Islander support.

Making decisions about what to do when you leave school can be challenging. Don't forget you can talk to an experienced career practitioners in a free, 45-minute personalised career guidance session over the phone.

Your school is also there to help. If you're still in school, your career advisor or guidance counsellor can help you work out the right options for you, including information on what's available in your state or territory.



SCHOOL LEAVERS INFORMATION KIT (SLIK)

Life can be full of exciting opportunities! After you've left school, you might discover new passions, develop valuable skills or learn more about what you want out of life. The SLIK can help you figure out where you're heading including your next steps with education, training or work. Download a free copy of the SLIK at yourcareer.gov.au/schoolleaver.

With all the options out there, you might still be deciding what to do next. We know the transition from school into work, study or training can sometimes be challenging.

DO YOU WORK IN A SECONDARY SCHOOL WITH YEARS 10, 11 OR 12?

We offer in-school activities including presentations, workshops, mock interviews, curriculum development support and individual career guidance sessions for students in years 10, 11 and 12 as well as attendance at career nights with students, parents and guardians. These activities are designed to complement the existing career programs and the fantastic work that is already happening in schools and can be tailored to suit the needs of the school and students. Email the School Leavers Information Service at schoolleavers.nci@dewr.gov.au for more information or call **1800 CAREER (1800 227 337)** to speak with an Information Officer.

ARE YOU A PARENT OR GUARDIAN OF A YOUNG PERSON?

To help you start the conversation at home, we have developed the Parents and Guardian's Guide for School Leavers. This is available at yourcareer.gov.au/schoolleaver and has been designed to help you understand options available to support and assist your young person in making their choice after they leave school. There is also a webinar series you can watch to get tips and tricks on starting those conversations too.

Whether they choose to start working straight away, continue their education and training, or take an alternative pathway such as a gap year, this guide sits alongside the SLIK and includes information on financial assistance and other support available to your young person.

If you have a young person with a disability or special education need who is a school leaver, you can also contact the School Leavers Information Service for tailored support or guidance for your young person.

Call **1800 CAREER (1800 227 337)** to speak with an Information Officer.



GET YOUR COPY OF THE SLIK

The SLIK can help you figure out where you're heading including your next steps with education, training or work.

Download a free copy of the SLIK at yourcareer.gov.au/schoolleaver.



YOURCAREER.GOV.AU

Helping you take the next step in Your Career

There has never been a more important time for people to have reliable access to information about education, training and work pathways.

yourcareer.gov.au is Australia's authoritative source of careers information to help people take the next step in their careers – no matter what age or stage they are at.

For people looking for their first job, a change in career or a return to the workforce, Your Career makes it easy to find the information they need.

Your Career provides information about study or work options based on tailored careers information and highlights support programs available to help.

Delivered by the National Careers Institute, the Your Career website is powered by the National Skills Commission's labour market intelligence.

Your Career includes:

- career quizzes to explore a future career, or options now
- study or training options to help gain new skills
- tips for successful job search, including resume writing
- links to support services to help people find employment, manage wellbeing and understand their rights at work; and
- an A to Z of occupations, including detailed career descriptions, pay and available jobs.



FEATURES OF YOUR CAREER:

Your Options Now

Find the types of jobs currently available or a short course to build on your skills.

Your Future Career

Find study, training or job options that support your current career needs or goals.

Get career ideas

Explore jobs that match your skills, interests and goals and be inspired by real career stories.

Work support

Support services and programs are available to help. Find out what is available to you.

Get job ready

Learn how to build a great resume and get the job you want!

Learn and train

Study can help you get the job you want or extend your skills in a career you already have.

Take your next step with yourcareer.gov.au.

GUIDE TO THE OCCUPATION MATRIX

HOW DO I USE THE MATRIX?

Employment and training decisions should be made after consideration of all relevant issues, including aptitude, interests, expectations about pay and working conditions, training requirements and goals.

The Occupation Matrix includes summary statistical information for around 350 occupations, which can provide useful background, but it needs to be read in conjunction with other occupational resources.

Titles in the Matrix have been grouped into broad categories based on field of work to assist users to better explore the labour market.

There are 21 groupings.

- Accounting, Banking and Financial Services
- Administration and Human Resources
- Advertising, Public Relations, Media and Arts
- Agriculture, Animal and Horticulture
- Automotive, Transport and Logistics
- Construction, Architecture and Design
- Education and Training
- Electrical and Electronics
- Engineers and Engineering Trades
- Executive and General Management
- Government, Defence and Protective Services
- Health and Community Services
- Hospitality, Food Services and Tourism
- Information and Communication Technology (ICT)
- Legal and Insurance
- Manufacturing
- Mining and Energy
- Personal Services
- Sales, Retail, Wholesale and Real Estate
- Science
- Sports and Recreation

Some titles appear in more than one category.

The relevant occupation major group is listed in brackets after each occupation title. These refer to the groups on pages 36 to 42.

Key	Occupation
M	Managers
P	Professionals
TT	Technicians and Trades Workers
CP	Community and Personal Service Workers
CA	Clerical and Administrative Workers
SW	Sales Workers
MO	Machinery Operators and Drivers
L	Labourers

EMPLOYMENT MAY 2022 AND 5 YEAR (EMPLOYMENT) CHANGE TO MAY 2022

The employment information gives the total number of people employed in the occupation at May 2022. It includes both full-time and part-time workers.

Employment change refers to levels of employment increasing or decreasing, as well as the percentage change, over the five years to May 2022.

Data Source: ABS, Labour Force, seasonally adjusted

WORKING PART-TIME

This column shows the proportion of workers in the occupation who work part-time. The information uses the ABS definition of part-time, which is working less than 35 hours per week.

Data Source: ABS, Labour Force, annual averages of original data

FEMALE

This shows the proportion of those employed in the occupation who are female.

Data Source: ABS, Labour Force, annual averages of original data

AGED 15 TO 24 YEARS

This shows the proportion of those employed in the occupation who are aged 15 to 24 years.

Data Source: ABS, Labour Force, annual averages of original data

UNEMPLOYMENT RATE

The unemployment rate is the number of unemployed persons as a percentage of the labour force (employed plus unemployed). The unemployment rate is presented in three categories: below average, average and above average. These categories are based on the occupation's average unemployment rate in the year to May 2022 relative to the average across all occupations.

Occupational unemployment rates do not reflect underutilised skills (such as an Accountant working as an Accounting Clerk).

The occupational unemployment rate may be lower than the published national unemployment rate as it does not include first-time job seekers and those who have not worked full-time or part-time in the past two years. An occupation may have a high unemployment rate but also be experiencing shortages for particular skills.

Data Source: ABS, Labour Force, annual averages of original data

MEDIAN EARNINGS

Median weekly earnings are before tax and are for full-time workers. The median earnings ranges are for all ages and levels of experience. They are indicative only and cannot be used to determine what a worker will actually earn. Data are not available for all occupations.

Key	Earnings
\$	< \$1,153 (below the 20 th percentile)
\$\$	\$1,153 - \$1,428 (in the 20 th to 40 th percentile)
\$\$\$	\$1,429 - \$1,782 (in the 40 th to 60 th percentile)
\$\$\$\$	\$1,783 - \$2,304 (in the 60 th to 80 th percentile)
\$\$\$\$\$	> \$2,304 (above the 80 th percentile)

Data source: ABS Survey of Employee Earnings and Hours, May 2021

NO POST-SCHOOL QUALIFICATION

The figures are a percentage of those employed in the occupation who have not completed education other than pre-primary, primary or secondary education.

Data Source: ABS, Survey of Education and Work

PROJECTED EMPLOYMENT CHANGE

This presents the percentage change in employment projected over the five years to November 2026.

A large projected percentage growth in a small occupation can yield fewer new jobs than low projected growth in large occupations.

For example, 20% projected growth in an occupation that employs 300 people will create 60 new jobs. However, 5% projected growth in an occupation that employs 10,000 people will provide 500 new jobs.

These estimates do not provide any guidance about the number of job seekers in each occupation. Although there may be a large number of new jobs, there may be strong applicant competition for available positions.

Data Source: National Skills Commission, Employment Projections

* Large percentage changes should be interpreted with caution

Occupational matrix

Occupation	Employ't May 2022	5 year change to May 2022		Working Part- time	Female	Aged 15 to 24 years	Unemploy't Rate 2022	Median Earnings	No Post- school Qual	Projected Employ't Change
	'000	'000	%	%	%	%			%	%
Accounting, Banking and Financial Services										
Accountants (P)	215.2	22.0	11.4	22	56	6	Above Average	\$\$\$	-	9.2
Accounting Clerks (CA)	129.9	0.6	0.5	36	79	7	Average	\$\$	36	4.3
Auditors and Company Secretaries (P)	29.6	10.6	55.4	14	55	9	Below Average	\$\$\$\$	10	21.3
Bank Workers (CA)	43.5	-21.3	-32.9	32	67	11	Below Average	\$\$	38	-17.6
Bookkeepers (CA)	93.4	-15.3	-14.1	64	90	3	Below Average	\$\$	34	-5.6
Credit and Loans Officers (CA)	45.7	21.8	90.9	13	51	5	Below Average	\$\$\$	23	6.4
Debt Collectors (CA)	5.2	-3.6	-40.6	15	83	11	Below Average	\$\$	-	0.0
Economists (P)	4.8	0.9	23.5	22	43	3	Below Average	\$\$\$\$	-	-0.7
Finance Managers (M)	82.9	31.4	61.1	14	47	1	Below Average	\$\$\$\$\$	11	11.7
Financial Brokers (P)	42.9	10.1	30.9	17	31	4	Below Average	\$\$\$\$\$	17	14.2
Financial Dealers (P)	26.5	6.3	31.5	17	26	6	Below Average	\$\$\$\$\$	-	1.7
Financial Investment Advisers and Managers (P)	68.3	18.8	37.9	17	29	3	Below Average	\$\$\$\$\$	11	10.7
Insurance, Money Market and Statistical Clerks (CA)	39.6	11.1	38.8	17	67	10	Below Average	\$\$	33	4.6
Payroll Clerks (CA)	44.4	9.4	27.0	29	85	3	Below Average	\$\$\$	39	4.9
Administration and Human Resources										
Archivists, Curators and Records Managers (P)	6.6	1.3	25.6	15	57	8	Below Average	\$\$\$\$	-	2.1
Call or Contact Centre and Customer Service Managers (M)	39.2	2.6	7.1	11	44	4	Below Average	\$\$\$\$	19	3.4
Call or Contact Centre Workers (CA)	34.1	-4.3	-11.1	23	69	17	Above Average	\$\$	51	0.7
Contract, Program and Project Administrators (CA)	138.7	23.6	20.5	14	56	4	Above Average	\$\$\$\$	14	9.3
Corporate Services Managers (M)	18.2	5.7	46.1	14	58	2	Below Average	-	25	2.5
Filing and Registry Clerks (CA)	15.2	-1.5	-9.1	45	73	13	Below Average	\$\$\$	50	4.7
General Clerks (CA)	305.0	80.8	36.0	41	81	12	Above Average	\$\$	35	12.9
Human Resource Managers (M)	88.1	39.8	82.3	12	54	2	Below Average	\$\$\$\$\$	13	16.3
Human Resource Professionals (P)	84.5	16.0	23.3	17	73	8	Average	\$\$\$	16	13.1
Information Officers (CA)	59.9	-2.0	-3.3	28	73	15	Above Average	\$\$	34	3.0
Keyboard Operators (CA)	54.6	-10.7	-16.3	43	84	12	Above Average	\$\$	45	-8.1
Mail Sorters (CA)	13.8	4.0	40.7	36	55	19	Below Average	\$	57	8.0
Management and Organisation Analysts (P)	95.2	29.7	45.3	18	43	4	Above Average	\$\$\$\$	12	32.2
Office Managers (CA)	137.1	14.9	12.2	33	80	5	Below Average	\$\$\$	34	4.9
Personal Assistants (CA)	49.1	-2.4	-4.6	26	97	6	Average	\$\$\$	29	-0.1
Receptionists (CA)	193.1	27.4	16.5	52	91	21	Above Average	\$	50	2.1
Secretaries (CA)	50.6	-5.8	-10.2	49	91	9	Below Average	\$\$	42	-19.6
Survey Interviewers (CA)	3.5	-0.1	-1.7	72	72	10	Below Average	-	57	3.8
Switchboard Operators (CA)	4.1	2.1	101.9*	34	91	28	Below Average	-	100	-9.9
Advertising, Public Relations, Media and Arts										
Actors, Dancers and Other Entertainers (P)	6.3	-4.3	-40.6	69	67	38	Below Average	\$\$\$\$	18	0.1
Advertising and Marketing Professionals (P)	105.1	28.0	36.4	17	58	14	Average	\$\$\$	11	11.4
Advertising, Public Relations and Sales Managers (M)	151.3	26.4	21.1	9	44	2	Above Average	\$\$\$\$\$	21	4.4
Artistic Directors, Media Producers & Presenters (P)	16.6	2.5	17.4	21	55	8	Below Average	\$\$\$\$	20	0.8

* Large percentage changes should be interpreted with caution

Occupational matrix

Occupation	Employ't May 2022	5 year change to May 2022		Working Part- time	Female	Aged 15 to 24 years	Unemploy't Rate 2022	Median Earnings	No Post- school Qual	Projected Employ't Change
	'000	'000	%	%	%	%			%	%
Authors, and Book and Script Editors (P)	4.2	-5.7	-57.6	43	71	7	Below Average	-	35	11.0
Fashion, Industrial and Jewellery Designers (P)	7.9	-2.3	-22.6	24	65	10	Below Average	-	17	28.4
Film, Television, Radio and Stage Directors (P)	15.0	1.3	9.5	29	29	11	Below Average	\$\$\$\$	-	11.0
Gallery, Library and Museum Technicians (TT)	6.9	0.3	4.4	44	83	5	Below Average	\$\$	32	2.9
Graphic and Web Designers, and Illustrators (P)	56.1	-7.2	-11.4	23	51	9	Average	\$\$\$	-	21.7
Jewellers (TT)	4.0	-1.2	-23.4	36	40	0	Below Average	-	-	-2.3
Journalists and Other Writers (P)	21.3	-4.4	-17.3	34	54	10	Below Average	\$\$\$	15	7.1
Models and Sales Demonstrators (SW)	8.6	0.0	0.6	56	63	10	Below Average	-	55	12.1
Music Professionals (P)	8.7	1.5	20.6	64	35	12	Below Average	\$\$\$\$	32	8.7
Performing Arts Technicians (TT)	13.6	2.6	23.7	47	39	21	Below Average	\$\$\$	19	4.3
Photographers (P)	15.9	-1.3	-7.6	41	58	5	Below Average	-	13	1.0
Public Relations Professionals (P)	24.4	-0.4	-1.6	27	68	15	Below Average	\$\$\$\$	-	-2.6
Signwriters (TT)	2.2	-2.6	-54.0	14	16	8	Below Average	-	33	0.9
Visual Arts and Crafts Professionals (P)	12.9	5.8	81.3	49	59	6	Below Average	-	15	17.5
Agriculture, Animal and Horticulture										
Agricultural and Forestry Scientists (P)	9.5	-5.5	-36.5	9	26	2	Below Average	\$\$\$\$	-	1.6
Agricultural Technicians (TT)	1.7	-0.6	-24.9	14	52	14	Below Average	-	62	-4.9
Agricultural, Forestry and Horticultural Plant Operators (MO)	11.8	1.8	17.8	14	8	21	Below Average	\$\$	35	10.6
Animal Attendants and Trainers (TT)	20.3	-3.3	-13.9	46	70	19	Below Average	\$\$	38	14.9
Aquaculture Farmers (M)	3.1	-1.9	-37.6	19	26	19	Below Average	-	-	4.7
Aquaculture Workers (L)	0.6	-0.5	-45.0	10	30	0	Below Average	-	100	0.0
Crop Farm Workers (L)	17.5	-15.4	-46.8	37	33	18	Above Average	\$\$	66	3.5
Crop Farmers (M)	38.5	-1.5	-3.8	18	17	4	Below Average	-	45	8.7
Deck and Fishing Hands (L)	4.2	-4.7	-52.5	37	16	6	Below Average	-	24	-4.3
Forestry and Logging Workers (L)	2.8	0.0	1.0	37	15	19	Below Average	-	-	1.8
Gardeners (TT)	84.0	13.1	18.4	30	13	16	Above Average	\$\$	35	13.5
Garden and Nursery Labourers (L)	34.1	0.2	0.5	37	21	17	Above Average	\$	46	6.1
Livestock Farm Workers (L)	22.8	-11.9	-34.3	37	39	28	Below Average	\$	47	1.0
Livestock Farmers (M)	73.1	9.6	15.1	26	33	3	Below Average	-	47	5.8
Mixed Crop and Livestock Farm Workers (L)	3.6	-1.8	-33.5	44	28	22	Below Average	-	100	2.6
Mixed Crop and Livestock Farmers (M)	29.3	3.7	14.6	14	25	2	Below Average	-	56	2.6
Nurserypersons (TT)	4.3	-0.9	-16.9	27	33	7	Below Average	-	60	-4.3
Primary Products Inspectors (TT)	1.6	-1.0	-39.0	21	45	0	Below Average	\$\$	15	-5.7
Shearers (TT)	2.0	-2.2	-52.7	24	24	10	Below Average	-	100	-3.3
Veterinarians (P)	10.5	-1.8	-14.4	29	67	3	Below Average	-	15	19.7
Veterinary Nurses (TT)	14.1	2.7	23.7	41	98	38	Below Average	\$	15	15.4
Automotive, Transport and Logistics										
Air Transport Professionals (P)	19.4	5.4	38.5	15	4	3	Below Average	\$\$\$\$\$	-	31.4
Automobile Drivers (MO)	51.2	-3.1	-5.8	33	8	2	Above Average	-	33	10.6
Automotive Electricians (TT)	9.3	1.5	19.7	5	1	1	Below Average	\$\$	-	-0.7
Bus and Coach Drivers (MO)	47.4	4.0	9.3	35	12	0	Below Average	\$\$\$	45	8.3
Car Detailers (L)	19.1	4.3	29.1	38	14	30	Below Average	\$	60	6.0
Couriers and Postal Deliverers (CA)	38.7	-1.8	-4.4	26	16	7	Below Average	\$\$	54	-0.5
Delivery Drivers (MO)	74.5	29.1	64.1	46	12	23	Above Average	\$	47	15.1

* Large percentage changes should be interpreted with caution

Occupational matrix

Occupation	Employ't May 2022	5 year change to May 2022		Working Part- time	Female	Aged 15 to 24 years	Unemploy't Rate 2022	Median Earnings	No Post- school Qual	Projected Employ't Change
	'000	'000	%	%	%	%			%	%
Forklift Drivers (MO)	74.7	18.3	32.6	10	4	9	Above Average	\$\$	65	2.0
Freight and Furniture Handlers (L)	21.9	5.8	35.7	28	14	20	Below Average	\$\$	51	0.7
Marine Transport Professionals (P)	17.6	8.0	82.6	8	7	7	Below Average	\$\$\$\$\$	36	3.8
Motor Mechanics (TT)	114.8	11.8	11.5	9	4	22	Below Average	\$\$	18	-0.7
Motor Vehicle Parts and Accessories Fitters (L)	11.9	-1.3	-10.1	9	2	31	Below Average	\$\$	70	0.4
Panelbeaters (TT)	14.7	-0.3	-1.9	15	3	3	Below Average	\$\$\$	14	10.6
Purchasing and Supply Logistics Clerks (CA)	100.0	9.9	11.0	19	42	11	Above Average	\$\$	41	3.3
Railway Track Workers (L)	3.8	-1.5	-28.8	2	0	0	Below Average	\$\$\$\$	68	3.4
Recycling and Rubbish Collectors (L)	2.7	-0.8	-21.9	42	15	4	Below Average	\$\$	58	0.2
Supply, Distribution and Procurement Managers (M)	48.6	5.3	12.2	5	21	2	Below Average	\$\$\$\$\$	33	3.5
Train and Tram Drivers (MO)	9.7	-5.6	-36.8	5	9	4	Below Average	\$\$\$\$	40	8.3
Transport and Despatch Clerks (CA)	43.0	9.3	27.5	11	35	7	Below Average	\$\$	60	1.4
Transport Services Managers (M)	19.0	-0.9	-4.5	12	16	2	Below Average	\$\$\$\$\$	58	3.8
Truck Drivers (MO)	199.9	5.4	2.8	11	5	6	Above Average	\$\$\$	58	1.1
Vehicle Body Builders and Trimmers (TT)	2.7	-3.8	-58.3	18	3	7	Below Average	\$\$	53	5.9
Vehicle Painters (TT)	7.5	-7.4	-49.7	8	8	13	Below Average	\$\$\$	17	2.9
Construction, Architecture and Design										
Architects and Landscape Architects (P)	43.9	22.4	104.7*	15	35	4	Below Average	\$\$\$\$	-	16.8
Architectural, Building & Surveying Technicians (TT)	70.8	-0.9	-1.3	10	13	6	Average	\$\$\$\$	11	11.9
Bricklayers and Stonemasons (TT)	28.6	2.5	9.7	13	1	17	Below Average	\$\$	20	2.0
Building and Plumbing Labourers (L)	59.0	-5.3	-8.2	20	3	31	Above Average	\$\$\$	55	8.7
Cabinetmakers (TT)	25.2	-7.3	-22.4	13	8	18	Below Average	\$\$	21	4.7
Carpenters and Joiners (TT)	144.9	26.1	22.0	10	1	27	Above Average	\$\$\$	28	-0.6
Civil Engineering Draftspersons and Technicians (TT)	13.5	0.7	5.5	7	10	8	Below Average	\$\$\$	34	1.0
Civil Engineering Professionals (P)	66.6	12.5	23.0	7	13	9	Below Average	\$\$\$\$	-	13.4
Concreters (L)	36.3	-6.8	-15.7	15	3	17	Below Average	\$\$\$	74	1.7
Construction Managers (M)	114.9	22.3	24.1	10	9	3	Below Average	\$\$\$\$\$	14	10.2
Crane, Hoist and Lift Operators (MO)	13.2	-0.6	-4.4	4	4	7	Below Average	\$\$\$\$\$	51	0.4
Earthmoving Plant Operators (MO)	50.2	4.3	9.3	5	4	7	Below Average	\$\$\$	54	0.6
Fencers (L)	14.7	4.7	47.3	12	11	9	Below Average	-	30	5.0
Floor Finishers (TT)	8.8	-4.7	-34.5	13	4	23	Below Average	\$\$	34	4.1
Glaziers (TT)	9.3	-2.0	-17.5	5	2	14	Below Average	-	29	1.0
Insulation and Home Improvement Installers (L)	15.4	-7.8	-33.7	20	3	8	Below Average	\$\$	45	8.5
Interior Designers (P)	19.5	0.1	0.3	38	70	4	Below Average	\$\$\$	10	19.1
Land Economists and Valuers (P)	15.2	2.3	17.8	13	31	6	Below Average	\$\$\$	17	12.2
Other Building and Engineering Technicians (TT)	32.1	7.0	27.9	5	15	8	Below Average	\$\$\$\$\$	14	25.2
Painting Trades Workers (TT)	62.8	15.4	32.4	15	4	10	Below Average	\$\$	36	0.2
Paving and Surfacing Labourers (L)	5.8	-5.3	-47.6	7	4	13	Below Average	\$\$	31	12.2
Plasterers (TT)	38.5	3.2	9.1	12	1	15	Below Average	-	57	-4.0
Plumbers (TT)	91.4	4.2	4.8	7	1	26	Below Average	\$\$	25	8.6
Roof Tilers (TT)	6.2	-4.3	-40.9	16	3	48	Below Average	-	64	0.0

* Large percentage changes should be interpreted with caution

Occupational matrix

Occupation	Employ't May 2022	5 year change to May 2022		Working Part- time	Female	Aged 15 to 24 years	Unemploy't Rate 2022	Median Earnings	No Post- school Qual	Projected Employ't Change
	'000	'000	%	%	%	%			%	%
Safety Inspectors (TT)	8.7	3.7	73.3	14	11	0	Below Average	-	-	5.4
Structural Steel Construction Workers (L)	16.2	-4.7	-22.4	10	1	8	Below Average	\$\$\$	56	-6.9
Urban and Regional Planners (P)	13.5	0.7	5.8	20	43	7	Below Average	\$\$\$\$	13	18.6
Wall and Floor Tilers (TT)	17.9	-8.3	-31.6	13	6	13	Below Average	-	49	-6.7
Education and Training										
Driving Instructors (CP)	4.9	-1.2	-20.0	40	16	0	Below Average	-	16	8.7
Early Childhood (Pre-primary School) Teachers (P)	50.4	6.0	13.6	49	97	10	Below Average	\$\$\$	-	21.6
Education Advisers and Reviewers (P)	26.7	-3.2	-10.6	26	68	2	Below Average	\$\$\$\$	-	10.1
Education Aides (CP)	106.0	10.8	11.3	74	90	9	Average	\$	25	17.4
Librarians (P)	14.8	2.4	19.7	46	81	6	Below Average	\$\$\$	-	5.9
Library Assistants (CA)	9.1	1.8	24.8	61	92	14	Below Average	-	21	10.0
Primary School Teachers (P)	165.1	9.8	6.3	33	86	5	Above Average	\$\$\$\$	-	5.1
Private Tutors and Teachers (P)	42.5	3.4	8.8	75	67	35	Below Average	-	35	13.6
School Principals (M)	27.8	3.0	11.9	4	69	0	Below Average	-	-	11.5
Secondary School Teachers (P)	153.1	17.4	12.8	21	63	4	Below Average	\$\$\$\$	-	3.7
Special Education Teachers (P)	31.1	10.7	52.3	37	81	3	Below Average	-	-	13.5
Teachers of English to Speakers of Other Languages (P)	1.9	-5.8	-75.1	59	77	0	Below Average	-	-	-0.5
Training and Development Professionals (P)	19.5	-5.1	-20.8	19	63	6	Below Average	\$\$\$\$	18	7.4
University Lecturers and Tutors (P)	52.4	1.0	2.0	30	49	3	Above Average	\$\$\$\$\$	-	16.6
Vocational Education Teachers (P)	40.0	14.1	54.5	29	48	3	Below Average	\$\$\$	-	8.7
Electrical and Electronics										
Airconditioning and Refrigeration Mechanics (TT)	24.4	-0.3	-1.2	11	1	20	Below Average	-	19	4.0
Electrical Distribution Trades Workers (TT)	7.5	0.2	2.4	0	6	6	Below Average	\$\$\$\$\$	-	-4.4
Electrical Engineering Draftspersons and Technicians (TT)	7.2	0.1	1.4	9	6	4	Below Average	\$\$\$\$	-	0.7
Electrical Engineers (P)	24.3	7.6	45.1	9	10	7	Below Average	\$\$\$\$\$	-	9.5
Electricians (TT)	175.7	23.4	15.4	5	2	23	Above Average	\$\$\$\$	16	10.2
Electronic Engineering Draftspersons and Technicians (TT)	5.8	0.4	8.2	13	11	7	Below Average	\$\$\$\$	-	-2.9
Electronics Engineers (P)	5.1	2.5	97.5	4	0	8	Below Average	\$\$\$\$	-	2.2
Electronics Trades Workers (TT)	23.4	-6.2	-21.0	17	1	19	Below Average	\$	19	-4.2
Engineers and Engineering Trades										
Aircraft Maintenance Engineers (TT)	13.2	5.2	65.2	9	2	3	Below Average	\$\$\$\$\$	-	16.7
Chemical and Materials Engineers (P)	4.6	-0.5	-9.9	10	31	35	Below Average	-	21	7.7
Civil Engineering Professionals (P)	66.6	12.5	23.0	7	13	9	Below Average	\$\$\$\$	-	13.4
Electrical Engineers (P)	24.3	7.6	45.1	9	10	7	Below Average	\$\$\$\$\$	-	9.5
Electronics Engineers (P)	5.1	2.5	97.5	4	0	8	Below Average	\$\$\$\$	-	2.2
Engineering Managers (M)	28.6	9.4	48.8	2	12	1	Below Average	\$\$\$\$\$	-	11.7
Industrial, Mechanical and Production Engineers (P)	39.3	11.8	42.9	7	10	5	Below Average	\$\$\$\$\$	-	5.5
Mechanical Engineering Draftspersons and Technicians (TT)	4.9	1.2	30.6	6	12	2	Below Average	-	25	10.8
Metal Casting, Forging and Finishing Trades Workers (TT)	5.3	2.8	116.7*	21	9	0	Below Average	-	56	6.0

* Large percentage changes should be interpreted with caution

Occupational matrix

Occupation	Employ't May 2022	5 year change to May 2022		Working Part- time	Female	Aged 15 to 24 years	Unemploy't Rate 2022	Median Earnings	No Post- school Qual	Projected Employ't Change
	'000	'000	%	%	%	%			%	%
Metal Fitters and Machinists (TT)	110.4	13.4	13.8	4	2	15	Average	\$\$\$\$	13	2.2
Mining Engineers (P)	16.0	6.7	72.7	10	11	9	Below Average	\$\$\$\$\$	-	17.1
Precision Metal Trades Workers (TT)	9.4	2.1	28.8	16	12	4	Below Average	\$\$\$	32	3.2
Sheetmetal Trades Workers (TT)	5.3	-1.3	-19.5	13	0	33	Below Average	\$\$	35	20.3
Structural Steel and Welding Trades Workers (TT)	76.9	-1.1	-1.4	8	1	14	Above Average	\$\$\$	25	2.1
Telecommunications Engineering Professionals (P)	17.7	5.8	48.6	11	27	7	Below Average	\$\$\$\$	12	17.6
Toolmakers and Engineering Patternmakers (TT)	5.0	-1.3	-20.7	3	0	0	Below Average	-	-	2.6
Executive and General Management										
Chief Executives and Managing Directors (M)	42.8	-6.2	-12.6	11	28	0	Below Average	-	19	4.6
General Managers (M)	85.5	40.0	87.7	11	35	1	Below Average	-	14	9.6
Policy and Planning Managers (M)	32.6	17.8	120.0*	11	49	2	Below Average	\$\$\$\$\$	-	5.7
Research and Development Managers (M)	19.0	6.6	53.0	15	59	2	Below Average	\$\$\$\$\$	13	23.8
Government, Defence and Protective Services										
Commissioned Officers (Management) (M)	2.9	-1.6	-35.7	5	12	0	Below Average	\$\$\$\$\$	-	6.0
Fire and Emergency Workers (CP)	19.0	7.1	59.1	3	14	1	Below Average	\$\$\$\$	13	1.9
Inspectors and Regulatory Officers (CA)	32.1	-0.6	-1.8	14	48	6	Below Average	\$\$\$	24	11.8
Intelligence and Policy Analysts (P)	31.6	5.7	21.8	15	60	4	Below Average	\$\$\$\$	-	8.7
Police (CP)	83.0	20.0	31.8	7	28	5	Below Average	\$\$\$\$	16	7.8
Prison Officers (CP)	23.4	-2.1	-8.1	3	25	4	Below Average	\$\$\$\$	26	5.3
Security Officers and Guards (CP)	61.0	4.9	8.8	21	17	12	Average	\$\$	31	4.9
Health and Community Services										
Aged and Disabled Carers (CP)	288.2	113.5	64.9	60	75	12	Above Average	\$\$	26	28.0
Ambulance Officers and Paramedics (CP)	19.9	2.0	11.4	9	40	15	Below Average	\$\$\$\$\$	-	8.4
Anaesthetists (P)	9.6	5.4	127.4*	12	38	0	Below Average	-	-	3.0
Child Care Centre Managers (M)	19.3	-0.7	-3.3	20	93	5	Below Average	\$\$\$	-	21.8
Child Carers (CP)	125.6	-21.5	-14.6	51	95	26	Above Average	\$	26	5.9
Chiropractors and Osteopaths (P)	7.1	1.6	29.6	42	35	0	Below Average	-	-	19.2
Counsellors (P)	38.1	16.8	79.1	44	72	3	Below Average	\$\$\$	-	14.2
Dental Assistants (CP)	29.0	8.0	37.9	48	97	30	Below Average	\$	19	6.5
Dental Hygienists, Technicians and Therapists (CP)	6.9	0.6	9.6	49	67	2	Below Average	\$\$	-	5.1
Dental Practitioners (P)	17.4	5.0	40.7	29	40	2	Below Average	\$\$\$\$	-	27.8
Enrolled and Mothercraft Nurses (CP)	23.3	3.3	16.4	55	87	11	Below Average	\$\$	-	1.3
Generalist Medical Practitioners (P)	74.1	6.4	9.5	26	49	2	Below Average	\$\$\$\$\$	-	10.2
Health and Welfare Services Managers (M)	33.6	8.7	34.6	18	79	3	Below Average	\$\$\$\$\$	-	26.5
Massage Therapists (CP)	18.8	1.1	6.2	55	73	2	Below Average	-	27	20.6
Medical Imaging Professionals (P)	22.0	4.1	22.7	39	82	8	Below Average	-	-	14.7
Medical Technicians (TT)	39.4	8.3	26.7	43	73	16	Below Average	\$\$	-	20.7
Midwives (P)	16.1	2.2	16.0	55	99	13	Below Average	\$\$\$\$	-	21.6
Ministers of Religion (P)	21.5	-2.1	-9.1	36	25	2	Below Average	-	17	1.4
Nurse Educators and Researchers (P)	6.2	-1.9	-23.0	44	93	0	Below Average	\$\$\$\$	-	16.5
Nurse Managers (P)	15.6	1.7	12.5	23	83	0	Below Average	\$\$\$\$\$	-	23.1

* Large percentage changes should be interpreted with caution

Occupational matrix

Occupation	Employ't May 2022	5 year change to May 2022		Working Part- time	Female	Aged 15 to 24 years	Unemploy't Rate 2022	Median Earnings	No Post- school Qual	Projected Employ't Change
	'000	'000	%	%	%	%			%	%
Nursing Support and Personal Care Workers (CP)	105.0	1.2	1.2	59	76	15	Below Average	\$	21	9.6
Nutrition Professionals (P)	12.6	1.2	10.3	45	87	9	Below Average	-	-	7.2
Occupational & Environmental Health Professionals (P)	44.1	16.2	57.9	15	44	5	Below Average	\$\$\$\$	24	15.9
Occupational Therapists (P)	25.6	10.1	65.2	37	92	18	Below Average	\$\$\$	-	7.4
Optometrists and Orthoptists (P)	8.1	1.7	26.0	24	60	2	Below Average	-	-	15.1
Personal Care Consultants (CP)	6.1	1.6	36.5	67	83	0	Below Average	-	33	8.5
Pharmacists (P)	38.9	9.0	30.1	25	59	11	Below Average	\$\$\$\$	-	9.0
Physiotherapists (P)	34.8	2.3	7.0	33	64	11	Below Average	\$\$\$	-	28.7
Podiatrists (P)	5.9	1.3	27.0	23	34	9	Below Average	-	-	31.8
Practice Managers (CA)	33.3	4.8	16.8	32	93	3	Below Average	\$\$\$	42	9.6
Psychiatrists (P)	2.5	0.5	23.6	8	47	0	Below Average	\$\$\$\$	-	5.2
Psychologists (P)	43.9	14.0	46.7	42	81	5	Below Average	\$\$\$\$	-	13.3
Registered Nurses (P)	320.2	31.9	11.1	46	88	7	Average	\$\$\$\$	-	13.9
Social Professionals (P)	16.6	1.5	10.2	55	72	6	Below Average	\$\$\$	14	18.9
Social Workers (P)	37.1	5.8	18.5	32	83	5	Below Average	\$\$\$	-	23.2
Specialist Physicians (P)	10.7	0.1	1.1	22	40	3	Below Average	\$\$\$\$	-	27.0
Speech Pathologists and Audiologists (P)	12.6	4.0	45.5	35	89	9	Below Average	\$\$\$	-	34.7
Surgeons (P)	7.9	1.0	14.0	17	23	0	Below Average	-	-	9.9
Welfare Support Workers (CP)	72.3	20.0	38.3	29	74	8	Below Average	\$\$\$	-	25.2
Welfare, Recreation and Community Arts Workers (P)	45.0	16.6	58.6	37	77	5	Below Average	\$\$\$	17	21.9
Hospitality, Food Services and Tourism										
Bakers and Pastrycooks (TT)	35.2	-2.3	-6.2	36	44	16	Below Average	\$	37	2.9
Bar Attendants and Baristas (CP)	83.2	-20.8	-20.0	66	61	56	Above Average	\$	53	7.7
Butchers and Smallgoods Makers (TT)	12.8	-2.7	-17.2	16	5	20	Below Average	\$	43	11.2
Cafe and Restaurant Managers (M)	63.0	-3.3	-4.9	19	54	9	Below Average	\$	38	27.3
Cafe Workers (CP)	37.2	12.2	49.0	83	78	58	Average	\$	57	8.0
Caravan Park and Camping Ground Managers (M)	4.0	-0.3	-6.3	26	39	0	Below Average	-	-	3.0
Chefs (TT)	114.0	23.2	25.6	22	27	12	Above Average	\$	18	13.9
Conference and Event Organisers (M)	32.1	0.3	1.0	32	69	9	Below Average	\$	19	10.7
Cooks (TT)	40.3	-2.5	-5.9	52	60	22	Below Average	\$	50	0.8
Fast Food Cooks (L)	63.1	14.3	29.3	87	33	78	Above Average	-	80	18.0
Food Trades Assistants (L)	8.9	5.2	140.5*	70	67	44	Below Average	-	52	5.9
Gallery, Museum and Tour Guides (CP)	9.0	0.9	11.1	53	49	17	Below Average	-	39	-6.2
Gaming Workers (CP)	6.0	-2.3	-27.5	30	41	25	Below Average	\$	25	17.4
Hotel and Motel Managers (M)	24.0	2.3	10.9	16	43	3	Below Average	\$\$\$	39	2.2
Hotel Service Managers (CP)	8.1	0.4	5.6	32	71	13	Below Average	\$	64	8.4
Kitchenhands (L)	144.5	8.9	6.6	78	59	56	Above Average	\$	72	7.7
Licensed Club Managers (M)	9.5	0.3	3.7	7	45	5	Below Average	\$\$\$	13	-1.7
Tourism and Travel Advisers (CP)	15.9	-6.9	-30.4	25	77	7	Below Average	\$	43	-13.6
Travel Attendants (CP)	11.0	-4.0	-26.8	47	78	16	Below Average	\$\$\$	20	23.9
Waiters (CP)	127.0	-3.1	-2.4	83	73	72	Above Average	\$	68	12.0
Information and Communication Technology (ICT)										
Computer Network Professionals (P)	50.1	18.9	60.9	4	14	2	Below Average	\$\$\$\$	15	22.2
Database and Systems Administrators, and ICT Security Specialists (P)	64.8	26.3	68.1	7	23	4	Below Average	\$\$\$\$	10	38.9

* Large percentage changes should be interpreted with caution

Occupational matrix

Occupation	Employ't May 2022	5 year change to May 2022		Working Part- time	Female	Aged 15 to 24 years	Unemploy't Rate 2022	Median Earnings	No Post- school Qual	Projected Employ't Change
	'000	'000	%	%	%	%			%	%
Graphic and Web Designers, and Illustrators (P)	56.1	-7.2	-11.4	23	51	9	Average	\$\$\$	-	21.7
ICT Business and Systems Analysts (P)	57.5	29.1	102.4*	8	30	2	Below Average	\$\$\$\$\$	-	12.9
ICT Managers (M)	82.2	16.1	24.3	5	27	1	Below Average	\$\$\$\$\$	17	17.7
ICT Sales Professionals (P)	15.8	3.5	28.3	3	40	5	Below Average	\$\$\$\$\$	20	0.9
ICT Support and Test Engineers (P)	18.5	9.6	107.6*	7	20	7	Below Average	\$\$\$\$	25	43.7
ICT Support Technicians (TT)	82.6	24.6	42.4	14	25	11	Average	\$\$\$	20	17.4
ICT Trainers (P)	2.7	-0.4	-12.6	10	20	0	Below Average	\$\$\$	-	-14.8
Multimedia Specialists and Web Developers (P)	12.0	3.2	37.1	19	24	4	Below Average	\$\$\$\$	-	13.7
Software and Applications Programmers (P)	150.6	44.8	42.4	8	19	6	Average	\$\$\$\$	-	27.0
Telecommunications Trades Workers (TT)	18.2	-0.3	-1.6	15	10	6	Below Average	\$\$\$	36	-5.2
Legal and Insurance										
Actuaries, Mathematicians and Statisticians (P)	7.5	-1.2	-13.3	18	43	4	Below Average	\$\$\$\$	16	11.0
Barristers (P)	9.1	2.1	30.0	10	44	4	Below Average	\$\$\$\$\$	-	22.5
Conveyancers and Legal Executives (CA)	19.7	7.1	56.2	48	86	18	Below Average	\$	49	0.0
Court and Legal Clerks (CA)	11.8	-1.3	-9.9	35	82	24	Below Average	\$\$	38	10.2
Insurance Agents (SW)	14.0	5.1	58.2	15	54	12	Below Average	\$\$\$	51	8.9
Insurance Investigators, Loss Adjusters and Risk Surveyors (CA)	6.7	2.4	54.8	15	42	5	Below Average	\$\$\$\$	-	10.2
Solicitors (P)	91.4	18.9	26.0	16	59	7	Below Average	\$\$\$	-	21.0
Manufacturing										
Boat Builders and Shipwrights (TT)	4.8	0.3	7.2	9	2	28	Below Average	\$\$\$	78	0.1
Canvas and Leather Goods Makers (TT)	3.5	1.4	62.9	28	21	3	Below Average	-	100	-9.0
Clay, Concrete, Glass & Stone Processing Machine Operators (MO)	2.3	-1.8	-43.7	9	5	23	Below Average	-	-	-8.2
Clothing Trades Workers (TT)	8.6	1.9	27.4	40	91	6	Below Average	\$	35	9.5
Engineering Production Workers (MO)	20.9	5.6	36.5	4	6	10	Below Average	\$\$\$	67	-13.9
Food and Drink Factory Workers (L)	34.4	-1.8	-5.0	22	31	13	Below Average	\$\$	50	17.5
Industrial Spraypainters (MO)	10.2	4.5	79.2	9	6	24	Below Average	\$\$	79	1.6
Manufacturers (M)	26.9	-2.7	-9.0	23	23	6	Below Average	-	30	8.0
Meat Boners and Slicers, and Slaughterers (L)	7.3	-6.3	-46.4	2	9	12	Below Average	\$\$	37	17.4
Meat, Poultry and Seafood Process Workers (L)	10.9	-11.2	-50.7	19	27	16	Below Average	\$	50	13.8
Metal Engineering Process Workers (L)	9.3	0.6	7.5	15	5	24	Below Average	\$\$	69	10.0
Packers (L)	61.3	1.1	1.9	43	56	26	Above Average	\$	70	6.0
Paper and Wood Processing Machine Operators (MO)	6.8	-0.5	-6.7	16	6	11	Below Average	-	52	1.6
Plastics and Rubber Factory Workers (L)	3.2	2.0	175.8*	7	19	22	Below Average	-	62	-5.0
Plastics and Rubber Production Machine Operators (MO)	7.1	-0.9	-11.0	0	10	10	Below Average	\$\$	70	7.4
Print Finishers and Screen Printers (TT)	4.1	-1.5	-26.4	18	28	5	Below Average	\$	40	0.2
Printers (TT)	9.1	-3.7	-28.8	14	17	4	Below Average	\$\$\$	24	-12.8
Printing Assistants and Table Workers (L)	3.0	-0.7	-19.0	38	71	17	Below Average	\$	-	11.0
Product Assemblers (L)	25.4	-5.9	-18.7	25	28	19	Average	\$	42	0.7
Product Quality Controllers (L)	7.4	-9.8	-56.8	13	50	24	Below Average	\$	56	-2.7
Production Managers (M)	63.4	5.1	8.8	5	14	1	Below Average	\$\$\$\$\$	31	13.0

* Large percentage changes should be interpreted with caution

Occupational matrix

Occupation	Employ't May 2022	5 year change to May 2022		Working Part- time	Female	Aged 15 to 24 years	Unemploy't Rate 2022	Median Earnings	No Post- school Qual	Projected Employ't Change
	'000	'000	%	%	%	%			%	%
Sewing Machinists (MO)	6.8	0.6	9.7	39	82	4	Below Average	\$	73	1.4
Textile & Footwear Production Machine Operators (MO)	1.9	0.4	26.5	5	11	11	Below Average	-	100	3.8
Timber and Wood Process Workers (L)	7.7	-1.4	-15.7	15	4	21	Below Average	\$	100	-13.2
Upholsterers (TT)	1.9	-1.0	-35.2	22	14	3	Below Average	-	-	13.5
Wood Machinists and Other Wood Trades Workers (TT)	2.5	-2.3	-47.7	11	16	14	Below Average	-	89	-11.0
Mining and Energy										
Chemical, Gas, Petroleum and Power Generation Plant Operators (TT)	7.7	-4.1	-34.9	9	14	7	Below Average	\$\$\$\$\$	-	4.7
Drillers, Miners and Shot Firers (MO)	58.7	4.5	8.4	2	9	6	Below Average	\$\$\$\$\$	47	14.9
Geologists and Geophysicists (P)	9.7	0.8	8.5	13	26	19	Below Average	\$\$\$\$	-	-8.2
Mining Engineers (P)	16.0	6.7	72.7	10	11	9	Below Average	\$\$\$\$\$	-	17.1
Personal Services										
Beauty Therapists (CP)	37.2	1.7	4.9	68	98	17	Below Average	\$\$	20	12.2
Car Detailers (L)	19.1	4.3	29.1	38	14	30	Below Average	\$	60	6.0
Caretakers (L)	8.4	0.2	2.1	41	28	4	Below Average	\$	31	5.7
Commercial Cleaners (L)	138.9	-4.9	-3.4	59	57	14	Above Average	\$	55	7.3
Domestic Cleaners (L)	44.1	11.1	33.4	73	76	11	Average	-	65	6.3
Funeral Workers (CP)	1.8	0.4	33.0	22	44	4	Below Average	\$\$	30	5.7
Gardeners (TT)	84.0	13.1	18.4	30	13	16	Above Average	\$\$	35	13.5
Hairdressers (TT)	69.4	18.1	35.2	48	78	17	Below Average	\$	22	9.6
Handypersons (L)	44.1	-1.1	-2.5	46	3	7	Above Average	\$\$	34	4.9
Housekeepers (L)	28.3	-4.6	-13.9	74	85	15	Average	\$	43	1.7
Laundry Workers (L)	13.2	-7.5	-36.1	54	70	6	Below Average	\$	77	-0.3
Sales, Retail, Wholesale and Real Estate										
Advertising, Public Relations and Sales Managers (M)	151.3	26.4	21.1	9	44	2	Above Average	\$\$\$\$\$	21	4.4
Auctioneers, and Stock and Station Agents (SW)	4.2	1.1	36.5	9	3	6	Below Average	\$\$\$\$	-	5.9
Checkout Operators and Office Cashiers (SW)	140.2	5.7	4.3	83	73	61	Above Average	\$	74	5.8
Florists (TT)	7.0	4.8	218.0*	36	91	20	Below Average	-	24	0.0
ICT Sales Assistants (SW)	14.5	-0.6	-3.9	19	28	16	Below Average	\$	48	7.0
Importers, Exporters and Wholesalers (M)	23.9	6.2	34.9	21	25	2	Below Average	\$\$\$\$	45	8.0
Models and Sales Demonstrators (SW)	8.6	0.0	0.6	56	63	10	Below Average	-	55	12.1
Motor Vehicle and Vehicle Parts Salespersons (SW)	43.3	1.3	3.1	14	19	17	Below Average	\$\$	58	2.7
Pharmacy Sales Assistants (SW)	41.3	5.0	13.8	71	88	44	Below Average	\$	49	7.7
Real Estate Sales Agents (SW)	96.7	10.4	12.1	20	43	10	Below Average	\$\$	19	9.5
Retail and Wool Buyers (SW)	9.1	3.6	65.5	14	69	3	Below Average	\$\$	45	0.4
Retail Managers (M)	229.5	-8.0	-3.4	18	46	9	Above Average	\$\$	43	0.3
Retail Supervisors (SW)	32.7	-1.3	-3.9	29	55	27	Below Average	\$\$	54	-3.7
Sales Assistants (General) (SW)	550.4	3.4	0.6	72	66	49	Above Average	\$	64	1.7
Sales Representatives (SW)	62.8	-21.2	-25.3	15	38	5	Average	\$\$\$	34	4.9
Service Station Attendants (SW)	9.9	-0.7	-6.8	58	54	32	Below Average	-	54	-5.9
Shelf Fillers (L)	63.6	-11.3	-15.0	76	34	49	Above Average	-	61	8.0
Storepersons (MO)	148.3	33.9	29.6	32	27	27	Above Average	\$	57	6.2

* Large percentage changes should be interpreted with caution

Occupational matrix

Occupation	Employ't May 2022	5 year change to May 2022		Working Part- time	Female	Aged 15 to 24 years	Unemploy't Rate 2022	Median Earnings	No Post- school Qual	Projected Employ't Change
	'000	'000	%	%	%	%			%	%
Street Vendors and Related Salespersons (SW)	3.8	-2.0	-35.1	35	47	12	Below Average	-	36	-14.1
Technical Sales Representatives (P)	29.9	3.4	12.8	10	38	2	Below Average	\$\$\$\$	23	-2.6
Telemarketers (SW)	8.3	-1.7	-16.6	37	54	22	Below Average	\$\$	36	-26.8
Ticket Salespersons (SW)	10.8	-8.0	-42.6	50	60	29	Below Average	\$\$\$	40	-2.4
Vending Machine Attendants (L)	4.5	-1.7	-27.0	40	67	16	Below Average	\$	50	5.6
Science										
Agricultural and Forestry Scientists (P)	9.5	-5.5	-36.5	9	26	2	Below Average	\$\$\$\$	-	1.6
Chemists, and Food and Wine Scientists (P)	6.6	-1.2	-15.4	13	36	10	Below Average	\$\$\$\$\$	15	0.4
Environmental Scientists (P)	31.6	1.1	3.7	17	43	9	Below Average	\$\$\$\$	15	-2.1
Geologists and Geophysicists (P)	9.7	0.8	8.5	13	26	19	Below Average	\$\$\$\$	-	-8.2
Life Scientists (P)	12.8	6.4	99.9	18	56	4	Below Average	\$\$\$\$	-	3.4
Medical Laboratory Scientists (P)	23.8	-3.1	-11.7	23	65	8	Below Average	\$\$\$\$	-	5.6
Science Technicians (TT)	21.5	8.1	60.3	17	50	10	Below Average	\$\$\$	18	6.8
Surveyors and Spatial Scientists (P)	18.6	4.1	28.5	6	23	3	Below Average	\$\$\$\$	15	14.6
Sports and Recreation										
Amusement, Fitness and Sports Centre Managers (M)	13.4	0.0	0.0	22	44	15	Below Average	-	-	17.7
Fitness Instructors (CP)	34.3	1.3	4.1	61	59	13	Below Average	-	20	9.8
Greenkeepers (TT)	10.7	-5.6	-34.4	25	4	17	Below Average	\$\$	34	7.2
Outdoor Adventure Guides (CP)	4.0	1.5	60.5	29	58	17	Below Average	\$\$	23	3.0
Sports Coaches, Instructors and Officials (CP)	46.2	0.0	0.1	73	53	54	Above Average	\$\$	55	9.8
Sportspersons (CP)	10.9	2.1	24	58	33	64	Below Average	-	62	2.7

* Large percentage changes should be interpreted with caution

GLOSSARY

Employed: The ABS classifies people as employed if they were in a paid job (or worked without pay in a family business or farm) for one hour or more in a week.

Fiscal stimulus: a decision taken by the government to increase economic growth. This is usually by increasing government spending (examples include giving taxpayers a cash payment to spend or funding infrastructure projects like new roads) or through reducing taxes to encourage people to spend more.

Full-time employment: The ABS classifies people as employed full-time if they typically work 35 or more hours a week.

Labour force: The sum of employed and unemployed people. Those not in the labour force includes people who are not employed and who are not looking for work (for example, people who are studying, caring for children or family members on a voluntary basis, retired, or who are permanently unable to work).



Labour market: Essentially, this is the “jobs” market. It is the amount of people willing and able to work, and the demand from employers to fill their advertised vacancies. Potential employees compete to get the most satisfying job, while employers compete to attract the best candidates.

Participation rate: The percentage of people aged 15 years and over who are in the labour force (either employed or unemployed). A participation rate of 66%, for example, would mean around two-thirds of the population is either in work or is looking for work. People who are not employed and not looking for a job (such as full-time students, stay at home parents and retirees) are not considered to be participating in the labour market.



Part-time employment: The ABS classifies people as employed part-time if they typically work less than 35 hours per week.

People leaving the labour force: People may leave the labour force for many reasons, including enrolling in full-time study, caring for a family, ill health, or retiring.

Recession: A recession is two quarters of consecutive negative GDP growth, typically resulting in job losses and an increase in the unemployment rate. Past recessions include the Great Depression of 1929-39 and the early 1990s recession in Australia.

Seasonally adjusted data: Data which has had seasonal effects removed to allow a more reliable interpretation of the strength of the labour market. An example of these seasonal effects would be the large scale hiring that occurs in the lead up to Christmas. If these seasonal effects are not removed, they can conceal the true story of what is happening with the data.

Trough: In economic terms, this refers to a stage in the business cycle where activity is bottoming, or where prices are bottoming, before a rise. The low point.

Unemployed: People who are not employed, but are actively looking for work.

Unemployment rate: The unemployment rate is the percentage of people in the labour force who are unemployed. When the economy is performing poorly and jobs are scarce, the unemployment rate is expected to rise. When the economy is growing at a healthy rate and jobs are readily available, it can be expected to fall.

USEFUL WEBSITES AND LINKS

YOUR CAREER

yourcareer.gov.au/

The National Careers Institute has developed the Your Career website to assist Australians of all ages and circumstances better plan and manage their career. Your Career helps people find careers information and advice, and acts as a single source of careers information for all Australians. Visit the Your Career website to be connected to further education, training or work options to support your current career needs or goals.

MY SKILLS

myskills.gov.au/

My Skills website is an Australian Government initiative to provide access to current, straightforward, independent and trustworthy information helping individuals make choices about their training options. As the national directory of vocational education and training (VET) organisations and courses, My Skills strives to improve the quality and accessibility of information available for VET consumers and provides the ability to search for, and compare, VET courses and training providers.

LABOUR MARKET INFORMATION PORTAL

lmip.gov.au/

The Labour Market Information Portal (LMIP) brings together data from a range of official sources to help you understand your local labour market.

LITTLE RIPPLES

yourcareer.gov.au/get-career-resources/little-ripples

Research suggests that children are already starting to make subconscious decisions about their future abilities and opportunities from as young as seven. This is why it's so important to start creating the right Little Ripples early, helping to shape children's future happiness, lives and careers.

TRAINING.GOV.AU

training.gov.au

Training.gov.au is the National Register on Vocational Education and Training (VET) in Australia. The site provides information on training packages, qualifications, courses, units of competency and Registered Training Organisations.

NCVER

ncver.edu.au/

The National Centre for Vocational Education Research (NCVER) is the national professional body responsible for collecting, managing, analysing and communicating research and statistics on the Australian vocational education and training (VET) sector.

QUALITY INDICATORS FOR LEARNING AND TEACHING

qilt.edu.au/

QILT are a suite of government endorsed surveys for higher education, across the student life cycle from commencement to employment. QILT makes available robust, nationally consistent performance data for Australian higher education, helping drive quality improvement.

WHAT'S NEXT

whatsnext.dewr.gov.au/

What's Next? helps you decide what to do if you have been retrenched or are looking for a new career. There is help for finding a job, getting some training and looking after yourself. The choice is yours.

AUSTRALIAN APPRENTICESHIPS

australianapprenticeships.gov.au/

The Australian Apprenticeships website provides information on apprenticeships and traineeships, including factsheets and links. An Australian Apprenticeship offers job seekers the opportunity to explore a new job, gain new skills, work flexible hours and receive a qualification. Eligible employers can receive financial incentives to help take on an apprentice, particularly if the apprenticeship is in a trade experiencing a skill shortage.

WORKFORCE AUSTRALIA

workforceaustralia.gov.au/

Workforce Australia is the employment service delivered by the Department of Employment and Workplace Relations. Workforce Australia includes a new online service and a network of providers to deliver personalised support. Workforce Australia helps Australians find and keep a job, change jobs or create their own job.

TRANSITION TO WORK

dewr.gov.au/transition-work

Transition to Work helps young people aged 15-24 into work (including apprenticeships and training) or education. Transition to Work participants receive intensive, pre-employment support to develop practical skills to get a job, connect with education or training, find local job opportunities and connect with relevant local community services.

DISABILITY EMPLOYMENT SERVICES

dss.gov.au/our-responsibilities/disability-and-carers/programmes-services/disability-employment-services

Disability Employment Services help people with disability find work and keep a job. Through Disability Employment Services, people with disability, injury or health condition may be able to receive assistance to prepare for, find and keep a job.

COMMUNITY DEVELOPMENT PROGRAM

niaa.gov.au/indigenous-affairs/employment/cdp

The Community Development Program (CDP) is a remote employment and community development service administered by the National Indigenous Australians Agency. CDP supports job seekers in remote Australia to build skills, address barriers to employment and contribute to their communities through a range of flexible activities. It is designed around the unique social and labour market conditions in remote Australia.

Scan to have your say:



This survey is conducted by the National Careers Institute (NCI) to see how the publication Australian Jobs is used and to collect feedback from users on any improvements. No personal information is collected through this survey. The survey will take approximately two minutes to complete and the NCI appreciates your feedback.

yourcareer.gov.au

#AUSTRALIANJOBS