

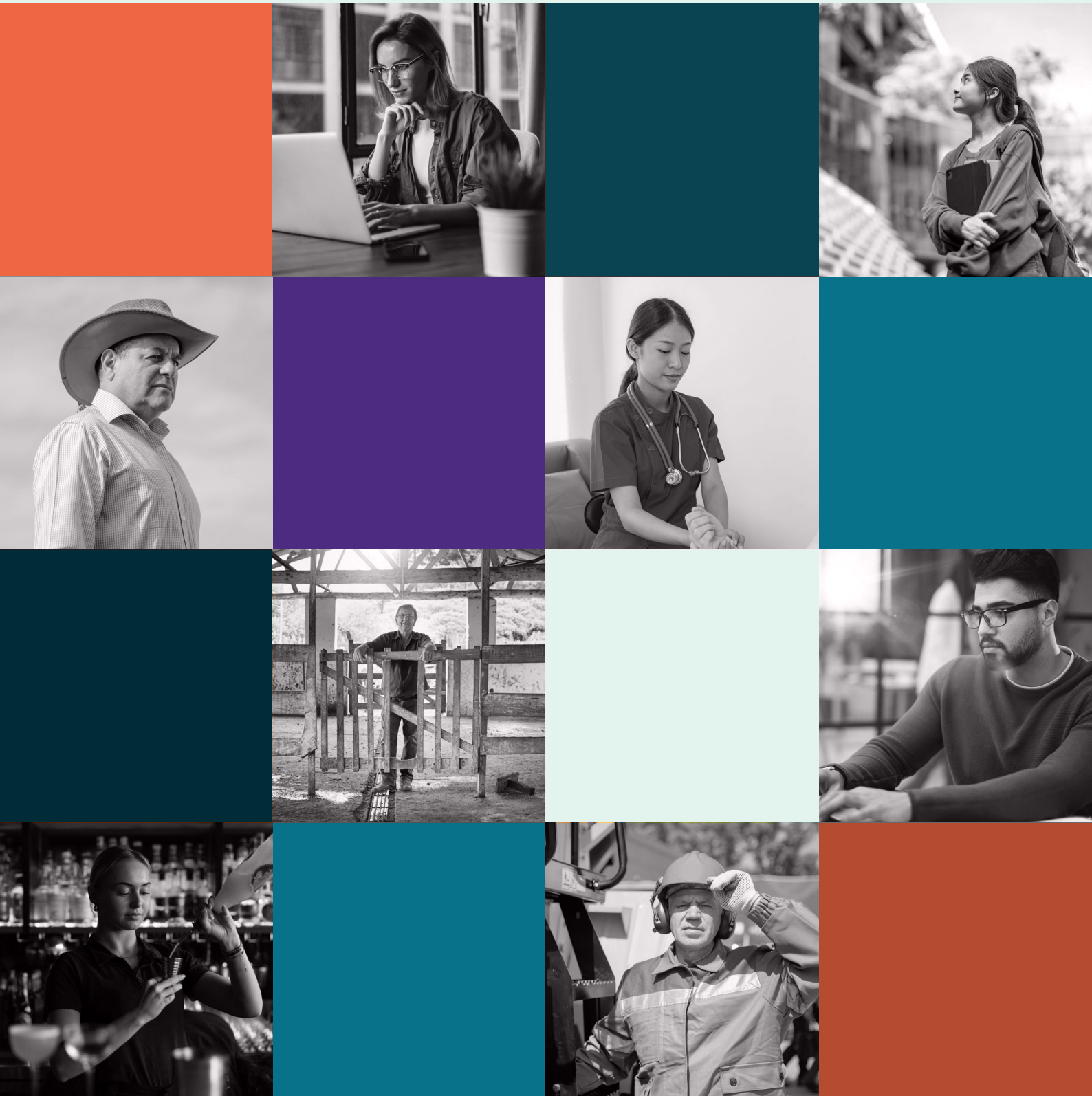


Australian Government



Jobs and Skills Australia

# Australian Jobs 2026



# Acknowledgement of Country

Jobs and Skills Australia (JSA) acknowledges the Traditional Owners of Country throughout Australia and recognises the continuing connection to lands, waters and communities. We pay our respects to Aboriginal and Torres Strait Islander cultures, and to Elders past and present.

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# Australian Jobs 2026

# Contents

<b>Introduction</b>	<b>3</b>	<b>Jobs by industry</b>	<b>41</b>
How to use Australian Jobs	3	Industry overview	42
<b>Your career journey</b>	<b>4</b>	Health Care and Social Assistance	44
<b>Job searching and skills development</b>	<b>5</b>	Education and Training	44
Where are jobs advertised?	5	Construction	45
What do employers look for?	7	Manufacturing	45
Winning the job	9	Professional, Scientific and Technical Services	46
Education and training options	11	Financial and Insurance Services	46
Vocational Education and Training	13	Retail Trade	47
Australian Apprenticeships	15	Wholesale Trade	47
Higher Education	16	Mining	48
Skills for the future	18	Agriculture, Forestry and Fishing	48
<b>Jobs and Skills Councils</b>	<b>20</b>	Accommodation and Food Services	49
What are the Jobs and Skills Councils?	20	Arts and Recreation Services	49
BuildSkills Australia	22	Transport, Postal and Warehousing	50
Future Skills Organisation	23	Electricity, Gas, Water and Waste Services	50
HumanAbility	24	Administrative and Support Services	51
Industry Skills Australia	25	Public Administration and Safety	51
Manufacturing Industry Skills Alliance	26	Information Media and Telecommunications	52
Mining and Automotive Skills Alliance	27	Rental, Hiring and Real Estate Services	52
Powering Skills Organisation	28	Other Services	53
Public Skills Australia	29	<b>Jobs by occupation major group</b>	<b>54</b>
Service and Creative Skills Australia	30	Occupation overview	55
Skills Insight	31	Managers	57
<b>Jobs by location</b>	<b>32</b>	Professionals	57
National employment overview	32	Technicians and Trades Workers	58
New South Wales	33	Community and Personal Service Workers	58
Victoria	34	Clerical and Administrative Workers	59
Queensland	35	Sales Workers	59
South Australia	36	Machinery Operators and Drivers	60
Western Australia	37	Labourers	60
Tasmania	38	<b>Occupation Matrix</b>	<b>61</b>
Northern Territory	39	Guide to the Occupation Matrix	61
Australian Capital Territory	40	<b>Useful websites and links</b>	<b>74</b>
		Resources	74
		Sources	76

# Introduction

Welcome to the 2026 edition of **Australian Jobs**, a celebration of over 30 years of labour market insights!

For over 3 decades, this publication has provided an overview of the Australian labour market to support young people, job seekers, employment service providers, career practitioners, those considering future training and people interested in the pulse of the Australian workforce.

**Australian Jobs continues to inform diverse readers about changes in occupations, industries and the skills of our labour market. From technological advancements to shifts in workplace culture, workforces across the country are constantly transforming. Australian Jobs 2026 isn't just reporting on the current labour market - this publication also looks to the future of work in Australia, empowering individuals and organisations to navigate the workforce of tomorrow.**

## How to use Australian Jobs

Australian Jobs 2026 is designed to step you through all aspects of the labour market. It is more important than ever to understand what employers are looking for and to gain an understanding of the labour market as you navigate a career.

The publication opens with advice on how employers advertise job vacancies and what they are looking for in their ideal candidate. There is information on applying for jobs and how to navigate the interview process. If you are weighing up education and training options, you will find information on vocational education and training (VET), Australian Apprenticeships, as well as university. This is followed by an exploration of emerging skills in the workforce that are transferrable between different occupations.

There is a section highlighting new skills employers want and the interesting work offered by a range of careers, contributed by the ten Jobs and Skills Councils (JSCs), which are strengthening industry's role in shaping Australia's VET sector and the emergence of generative artificial intelligence (AI).

The second half of the publication includes analysis providing an overview of Australia's diverse labour markets, with detail provided for each state and territory. Analysis outlining employment opportunities across industries and occupations is also provided, illustrating the diversity of our labour market.

It is important to remember the labour market can change quickly. It isn't easy to forecast future labour market conditions and it isn't advisable to base employment and training decisions only on projected or current shortages. Sometimes job seekers can still face significant competition for positions in high demand. Conversely, employers can have difficulty recruiting for occupations which have limited growth or are in decline.

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 likely future conditions.

If after reading this publication you want more detailed information, the following websites are available:

- Jobs and Skills Australia ([jobsandskills.gov.au](https://jobsandskills.gov.au)) for detailed labour market data, and where Australian Jobs is available for download.
- Department of Employment and Workplace Relations ([dewr.gov.au](https://dewr.gov.au)) for information on government programs on skills, training, employment and workplace relations.
- Workforce Australia ([workforceaustralia.gov.au](https://workforceaustralia.gov.au)) is a place Australians can search and apply for jobs or find more information on their pathway to employment.
- Your Career ([yourcareer.gov.au](https://yourcareer.gov.au)) for careers information and resources.

Inquiries about Australian Jobs 2026 should be directed to [OccupationandIndustryAnalysis@jobsandskills.gov.au](mailto:OccupationandIndustryAnalysis@jobsandskills.gov.au)

The contents of Australian Jobs 2026 are based on information available at the time of publication. Over time, the currency 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.

# 1

# Your career journey

Are you thinking about what tertiary education and training options are right for you?

Are you ready to redefine your career path and explore new directions?

Are you looking for information about what industries and occupations are out there?

No matter what stage you are at in your education, training or career journey, now is the perfect time to consider your options. The future is brimming with potential, and your next move could lead to opportunities that align with your passions and ambitions.

Change can be challenging, but you don't have to navigate your journey alone!

## [yourcareer.gov.au](https://yourcareer.gov.au)

The home of career information.

There has never been a more important time for people to have access to reliable information about education, training and work pathways. Your Career is an Australian Government website, designed to help people of all ages and circumstances better plan and manage their career. Information and data on Your Career is evidence based and comes from trusted sources like JSA, the Australian Bureau of Statistics (ABS), the National Centre for Vocational Education Research (NCVER) and up to date course and provider details from [training.gov.au](https://training.gov.au).

## Career information can be overwhelming, so we have made it simple.

On Your Career, you can:

- find occupations based on your skills and interests
- complete a career quiz and explore career opportunities through Career Explorer, whether starting your career journey or discovering options later in life
- search study and training options in the VET sector that meet your career goals
- access information and links to support services
- read real life case studies and training highlights from the Australian VET Alumni
- find resources and information guides to support careers conversations
- find out about news and events on the What's New page.

“In the Learn and Train section ([yourcareer.gov.au/learn-and-train](https://yourcareer.gov.au/learn-and-train)), you can search thousands of VET courses and providers, finding out what is available in your local area and compare your options side by side to make informed decisions on what is right for you.”



# 2

## Job searching and skills development

### Where are jobs advertised?

The first step on the road to employment is to find out what jobs are available. Employers use a number of methods to advertise their job vacancies and find candidates. JSA surveys employers on a range of topics, including the recruitment methods they use.\* Common ways employers advertise job vacancies include on the internet, through recruitment agencies, social media, and newspapers.

Unsurprisingly, employer surveys suggest newspaper usage has declined significantly in the last decade or so. There is a growing trend to recruit using social media, especially region-based or industry-based Facebook job groups, which are an inexpensive way for employers to post vacancies.

It's important to know not all positions are advertised! Another popular method employers use is 'word of mouth', asking existing employees, friends, or family members if they know anyone who may be interested in the position. They may also approach people directly about job opportunities. JSA's research suggests over a quarter of all employers used word of mouth to fill positions. Telling friends, family contacts, schoolteachers or neighbours that you are looking for work can help improve your chances of hearing about a job opening or being recommended for one when an opening occurs.

Don't forget social media is a perfectly good way to contact employers in some sectors too! However, don't ask for a job straight away - send a short message about what work, education and training you have been doing, let them know 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.

\*In the employer's most recent recruitment activity within the previous month

Sources: JSA, Recruitment Experiences and Outlook Survey, 2025; JSA, How employers recruit, July 2024

**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.

**HOT TIP:** Ask friends, family and former co-workers if they know of any work available. Over a quarter of all employers used word of mouth to promote their positions in 2025.

**HOT TIP:** Make sure your public social media profile is presentable! Employers often look at profiles to review potential employees.

"In 2025, about three-fifths of recruiting employers advertised for staff on internet job boards and just over a fifth used social media."

LinkedIn is also used especially for more highly skilled positions

## Methods of recruitment differ between city and regional areas

Recruitment methods can differ significantly depending on where the employer or vacancy is located. Internet job boards are more popular in Australia's major cities than regional areas:

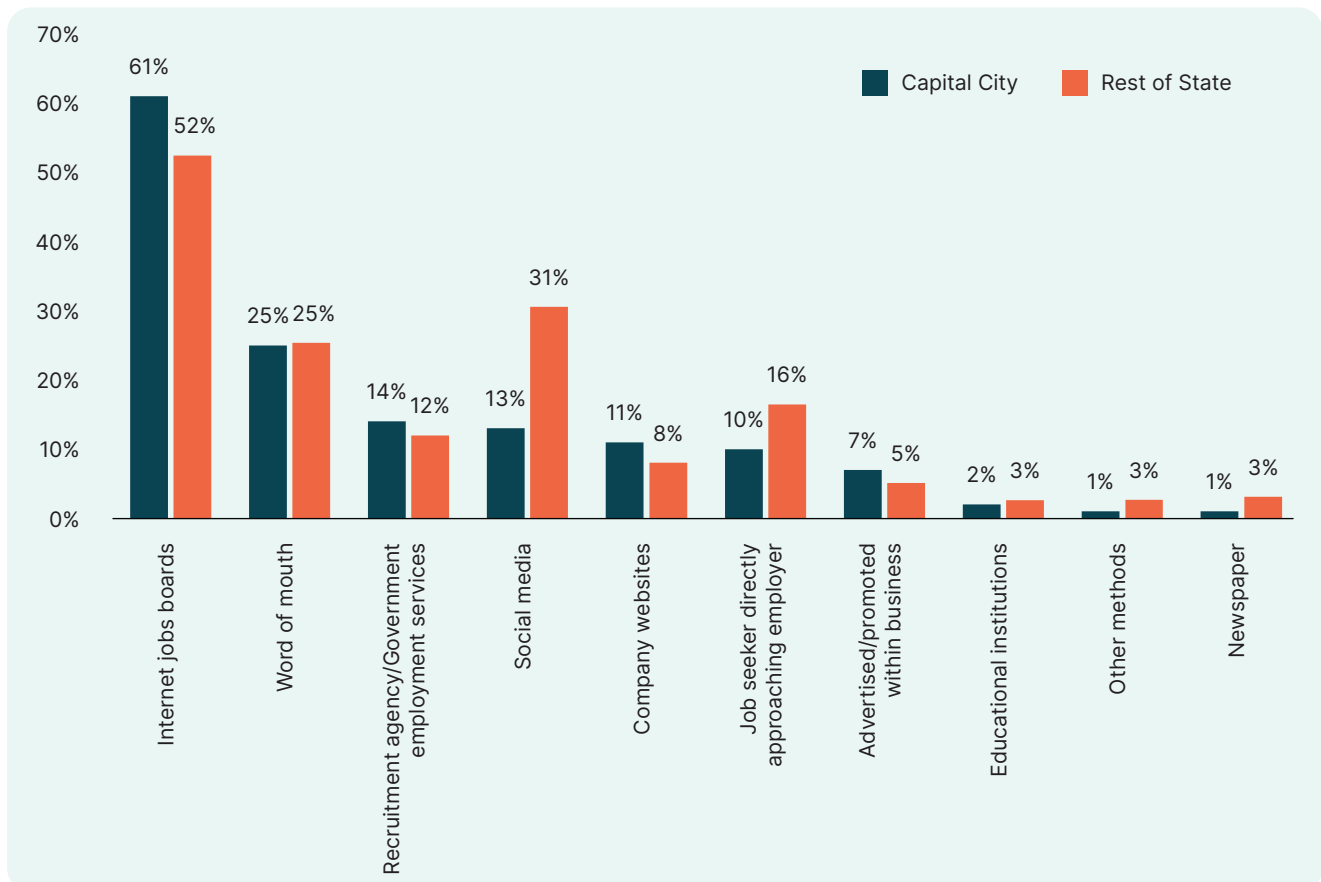
- in major cities, 61% of recruiting employers used internet job boards in 2025
- in regional areas this was just over half (52%) of recruiting employers.

However, regional employers tend to use social media more than employers in the cities:

- in regional areas, 31% of employers used social media in 2025
- in major cities, 13% used social media.

“As a remote and regional employer, attraction and retention of employees is a significant challenge, having apprentices drawn from local communities is the major benefit of our workforce capability.”

### Recruitment methods used by employers, by capital city and rest of state, 2025



Note: Employers can report multiple methods so numbers will not add to 100%.

Source: JSA, Recruitment Experiences and Outlook Survey, 2025

# What do employers look for?

When recruiting, employers are looking for a person who is the right fit for their job and business. Generally, employers are looking for someone with a range of qualities: the right qualifications and/or work experience, and 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 employability skills like good teamwork and communication skills.

## Qualifications

Overall, work is becoming more highly skilled, and most of the jobs in the future will require a vocational education and training (VET) or university qualification.

JSA employment projections suggest that more than 90% of employment growth over the 10 years to May 2035 will require post-secondary-school training and education. While there are jobs at all skill levels, labour market outcomes improve for those that have post-school education.

In 2025, 70% of Australians aged 15 to 74 years held, or were currently studying for, post-school qualifications. This is up from 64% a decade ago.

Importantly, university is not the only pathway to a good job. Apprenticeships, traineeships, diplomas, or Certificate III or IV level qualifications are all good options that will also set you up for a stable and rewarding career.

If you are considering a qualification, the best type of training is related to the job you want to do. You can find information on your options in the Education and training options section starting on page 11.

## Work experience

All jobs will give you valuable work experience and help you develop vital employability skills. As well as role specific skills, you will also 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. 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, and internships.

### What if you don't have any work experience?

If you don't have any work experience, think about other ways to demonstrate you have the skills employers are looking for. You could provide examples from your school activities or group projects, working with your local sports club, even participating in debating, theatre, dance performances or chess competitions. Employers are also very encouraged by young people who participate in the community or volunteering activities.

Sources: JSA, Recruitment Experiences and Outlook Survey, 2025; Employment Projections produced by Victoria University for Jobs and Skills Australia (May 2025 to May 2035); ABS, Education and Work, 2025



**21%**  
of employers will consider applicants who do not have relevant experience

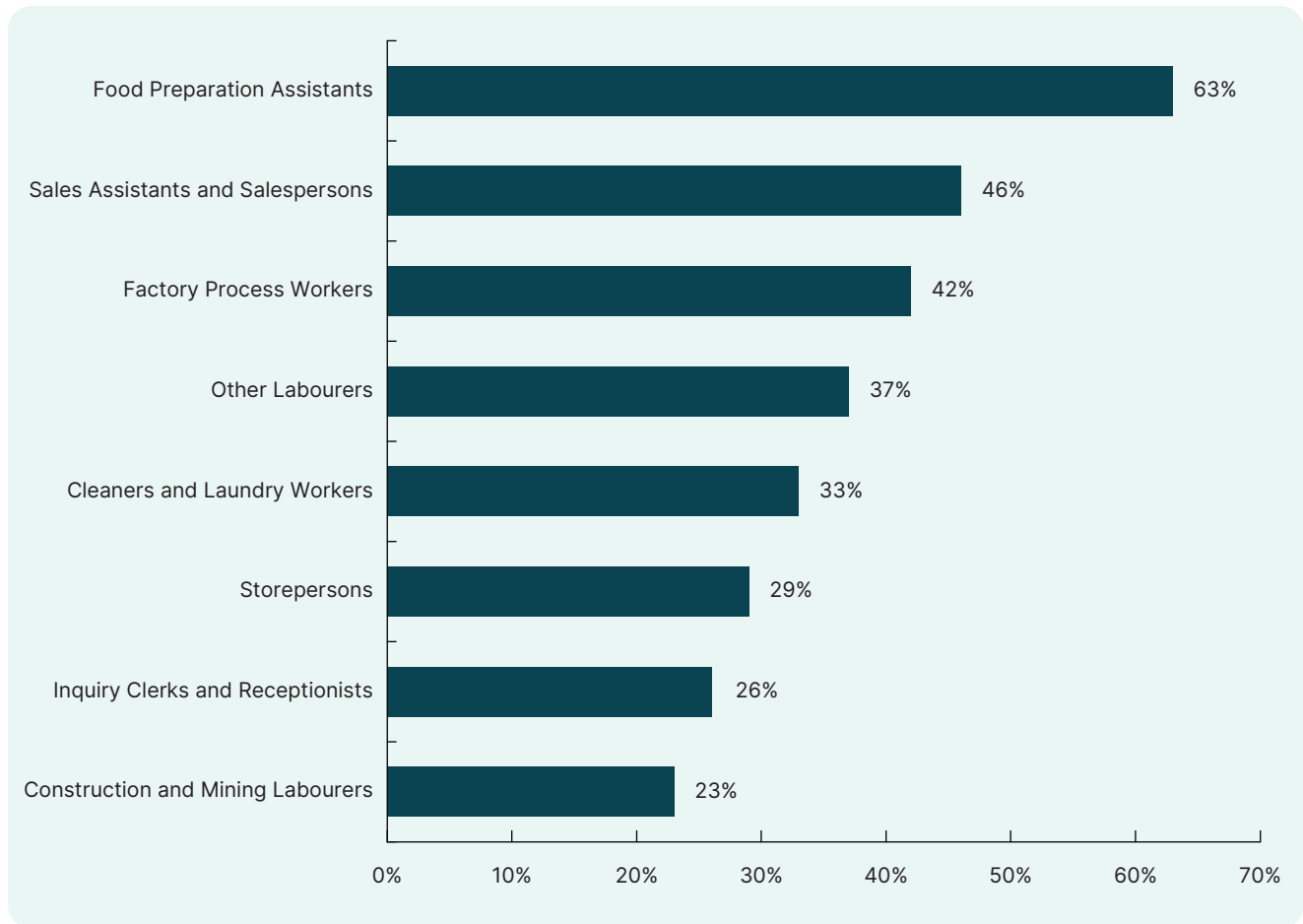


**39%**  
of employers state it is desirable to have experience



**40%**  
require applicants to have relevant experience

## Proportion of recruiting employers who did not require relevant work experience, selected occupations, 2025



Note: proportions are based on a small number of records and should be used with caution

Source: JSA, Recruitment Experiences and Outlook Survey, 2025

## Employability Skills

Employability skills are the basic building block skills common across most jobs and include a set of non-specialist skills gained in early life and schooling. They provide a base to further develop skills and specialties. Communication, teamwork and problem-solving skills are all examples of employability skills. Popular terms for these include 'foundation skills', 'soft skills', 'personal skills', 'core competencies' 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 and transfer across different occupations and industries.



# Winning the job

## Talk to employers

Approaching employers directly to ask if they have any positions available can also lead to a job and can make you stand out amongst other job seekers who just drop off their resume. This 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, it can be an opportunity to have a conversation and make a lasting impression if you are well presented and prepared.



“It’s important to know about the company you are interviewing for and understand the job you have applied for.”

- Child care employer

## Writing your job application and resume

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.

Before you start, research the business so you can tailor your application and show your interest in the position. This may include ringing the employer to ask questions about the job to help you understand the position and demonstrate your enthusiasm. Talking directly to the employer may mean they will look out for your application.

Source: JSA, How employers recruit, July 2024

Tips for writing your application:

- Make sure you read any instructions or guidelines about how to apply for the job carefully and follow them accurately.
- Keep your application and resume succinct and around 1-2 pages each.
- Include examples from your current job, work history or extracurricular activities and explain how these directly relate to the position on offer to demonstrate your skills and experience.
- Double and triple-check that there are no spelling or grammatical errors in your application.

Every job and business is different, so write your application specifically for each job. 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](https://www.workforceaustralia.gov.au).

## Get ready for the interview: prepare, plan, practise and presentation

The interview is usually the second stage of marketing yourself and landing a job and is considered the most important step of the recruitment process by 77% of employers. Interviews can be nerve-wracking, but some preparation beforehand can really help you stand out. What employers are mostly looking for is your approach and attitude to work (49%) and your cultural fit, personality and presentation (43%).



“At the interview, don’t be afraid to be honest and show you will give 100% to the job.”

- Construction Employer, Regional NSW



“[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 hired her.”

- Property and Real Estate Services employer

Employers want to know who they will be working with and the interview is your opportunity to demonstrate this.

## What if your approach is not working?

You may need to consider:

- Whether your expectations are realistic – you may need to show you are willing to work your way up from the bottom.
- Widening your search to different types of jobs, locations and industries.
- Applying for contract or casual work, part-time or shift work.

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 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 and can be competitive. 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.

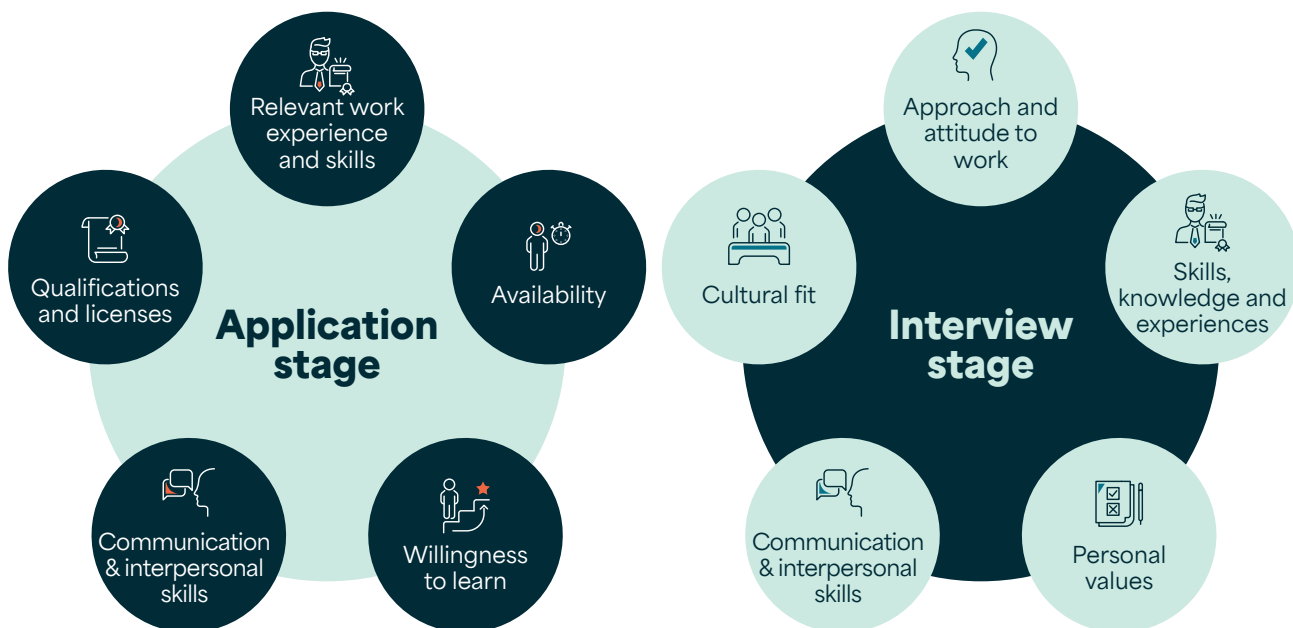
The jobs market is constantly evolving. We now see many opportunities available in the health and care sector, in IT and software development jobs, in the education and training sector and in construction and trades roles (more information on these industries can be found from page 42).

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.

Some good ways to prepare for an interview include:

- 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!
- Don’t be late! Find out where you need to be, plan your trip and aim to arrive about 10 minutes early.
- For on-line interviews check that your technology is working and that you have the correct link.
- Explain the skills that you would bring to the job (including your employability skills) using examples from previous experience.

## What employers look for



Source: JSA, How employers recruit, July 2024

# Education and training options

There are many options for education and training - whether 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 favoured choice. On page 74, you will find a range of websites with information about support that can help you on your journey.

If you are considering gaining additional, post-school 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 Technicians and Trades Workers roles.
- Australian Apprenticeships are a part of the VET system, and offer an opportunity to learn through practical work experience and formal training.
- 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 many of the most highly skilled professional occupations.

Employment, education and training decisions should be based on a variety of factors including aptitude, interests, expectations of pay and working conditions, and career goals.

## Educational attainment is rising

The number of people undertaking tertiary education and training is increasing and more of the workforce now holds post-school qualifications.

In 2025, 70% of Australians aged 15 to 74 years held, or were currently studying for, post-school qualifications. This is up from 64% a decade ago.

## Post-school qualifications are beneficial in today's job market

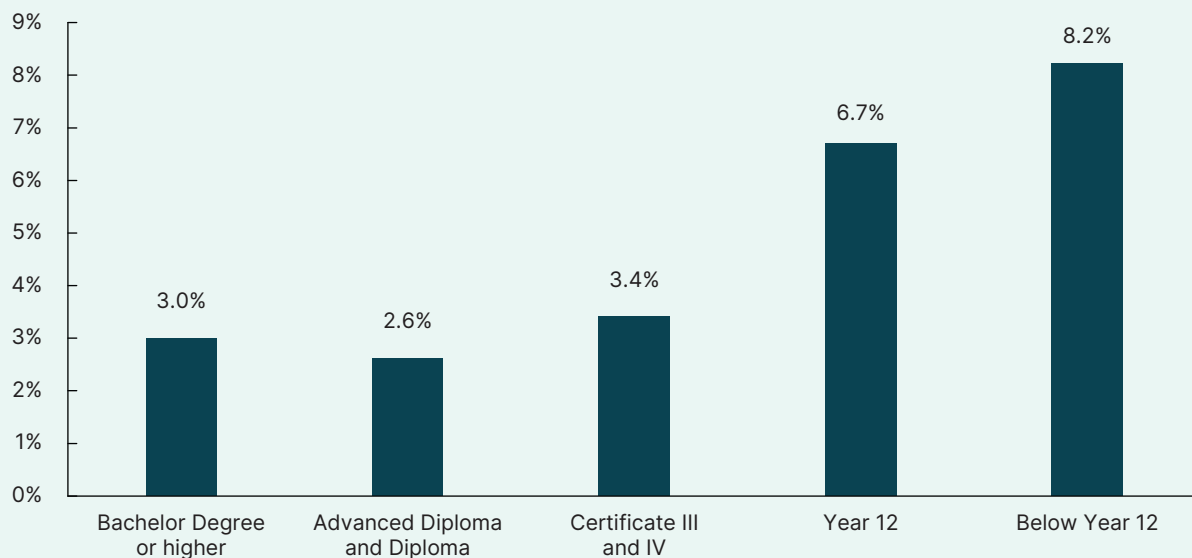
People with higher level qualifications generally have better employment outcomes than those who have not completed further education after leaving school.

Of jobs currently being advertised:

- Almost 90% require post-school qualifications.
- Around 50% require a VET qualification.
- Almost 40% require a Bachelor degree or higher.

As well as better employment outcomes, higher qualifications also generally lead to increased wages. Some lower skill level occupations are an exception with relatively high pay to compensate for unsociable working hours or difficult working conditions.

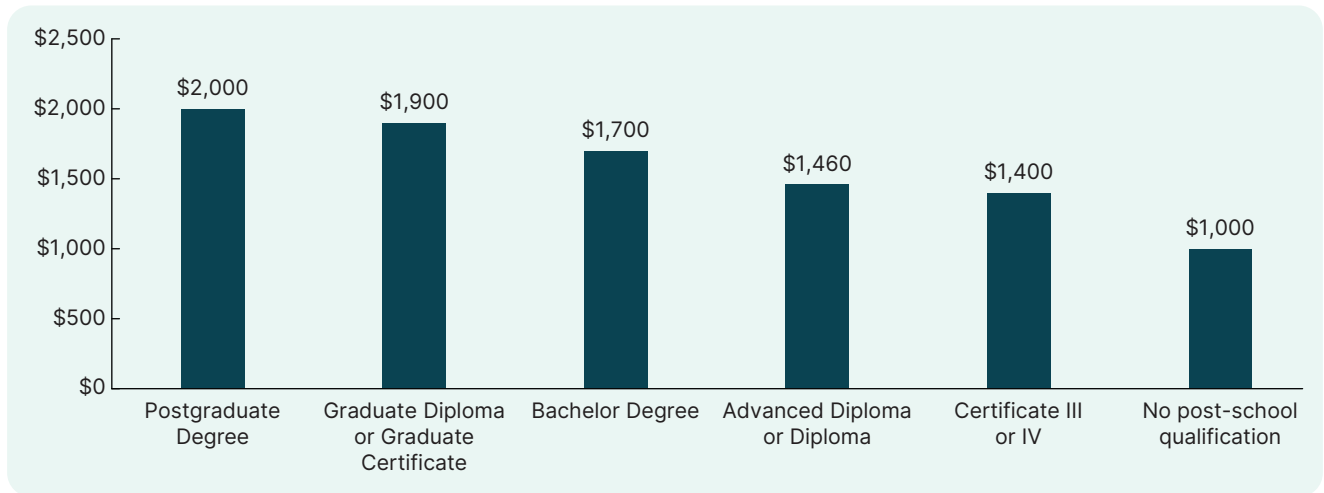
## Unemployment rates, persons aged 25-34, by highest level of education, Australia, 2025



Note: Below Year 12 includes Certificate I and II levels.

Source: ABS, Education and Work, 2025

## Median weekly earnings in main job, by highest level of educational attainment, Australia, 2025



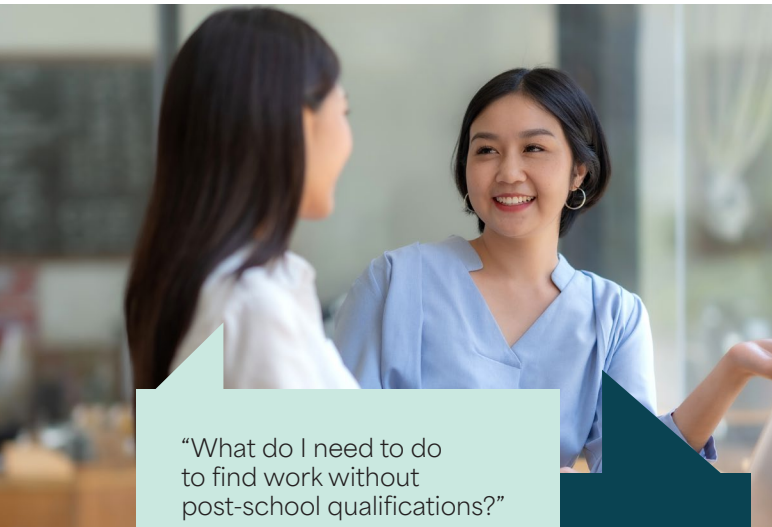
Source: ABS, Characteristics of Employment, 2025

## 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 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 people working as Labourers (64%), Sales Workers (61%) and Machinery Operators and Drivers (54%) do not hold post-school qualifications. This includes occupations like General Sales Assistants, Kitchenhands, 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 qualifications. These jobs can be an important first step into the workforce, opening up pathways to learn on the job or access further training and qualifications.



“What do I need to do to find work 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 a number of strategies which can enhance a job seeker's prospects outlined from page 9”

## Proportion of workforce without post-school qualifications, top 5 industries, 2025



Source: ABS, Education and Work, 2025

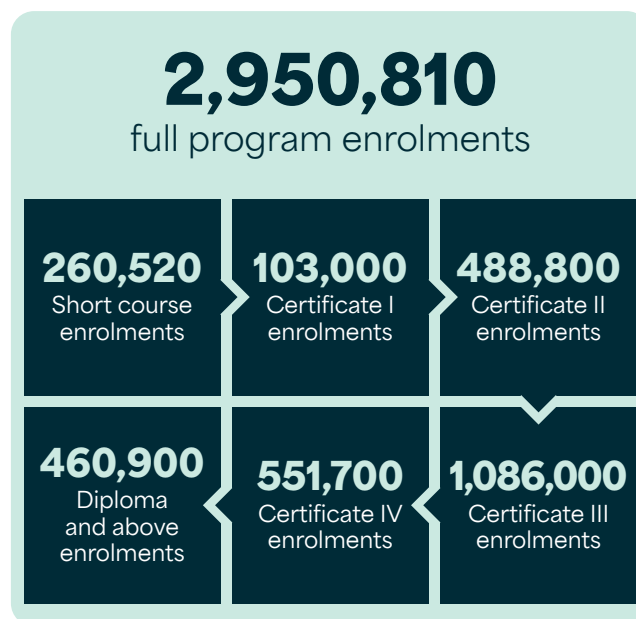
# Vocational Education and Training

The Vocational Education and Training (VET) system provides a skilled workforce with nationally recognised qualifications and knowledge-based competencies. Students can enrol in qualifications (with close to 1,200 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, at work and online, and can be full-time or part-time.

The VET system provides training in all fields of education. Management and Commerce had the largest number of program enrolments in 2024, followed by Society and Culture (which is a diverse field of education including studies in law, psychology, human welfare and society, language and linguistics, economics and sport and recreation), and Engineering and Related Technologies.

There were more than 5 million VET students in 2024, and over 3.5 million of these students were enrolled in training outside of a full program. This type of study, known 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.

Further information on VET enrolments can be found at [ncver.edu.au/research-and-statistics](https://ncver.edu.au/research-and-statistics).



## VET program enrolments, by field of education, 2024

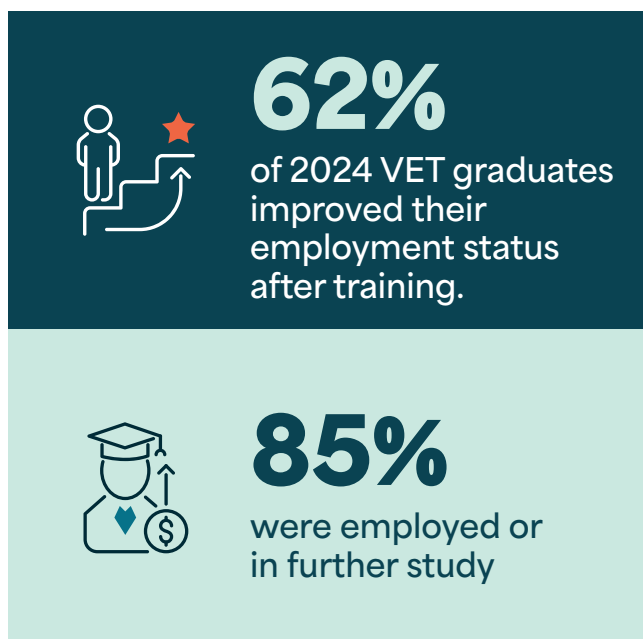
Field of Education	Total program enrolments ('000)	Students aged under 25 years (%)	Education provider type	
			TAFE (%)	Private RTO (%)
Natural and Physical Sciences	19.9	49	24	65
Information Technology	65.1	50	48	37
Engineering and Related Technologies	447.2	53	37	54
Architecture and Building	243.3	59	35	54
Agriculture, Environmental and Related Studies	55.5	51	41	40
Health	207.4	41	29	60
Education	253.7	32	28	62
Management and Commerce	542.7	38	18	70
Society and Culture	501.1	38	19	68
Creative Arts	63.9	74	38	40
Food, Hospitality and Personal Services	254.9	66	20	63
Mixed field programmes	180.0	47	55	15
Not known	116.0	31	16	73
<b>All fields of education</b>	<b>2,950.8</b>	<b>46</b>	<b>28</b>	<b>59</b>

Source: NCVER, Total VET students and courses, DataBuilder, 2024

## Does VET improve employment outcomes?

VET students graduating in 2024 in the fields of Education (76%), Architecture and Building (72%), and Engineering and Related Technologies (70%) reported improving their employment status after training.

High proportions of VET graduates have moved on to further study or are employed after training, with the highest rates for those who studied Education (90%) and 87% for Engineering and Related Technologies, Architecture and Building, and Health.



## 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). For 2024 graduates at the Certificate II level or higher working full-time after completing their training, the median annual income was \$70,400.

The highest median full-time, annual salaries were for those who studied:

- Engineering and Related Technologies (\$80,000)
- Management and Commerce (\$76,000)
- Architecture and building (\$70,400).

### VET graduate income, 2024 graduates employed full-time after training

Level of education	Median annual full-time income (\$)
Diploma or higher	\$81,500
Certificate IV	\$80,900
Certificate III	\$65,000
Certificate II	\$52,200

### VET graduate employment outcomes, by field of education, 2024 graduates

Field of Education	Employed after training (%)	Employed or in further study after training (%)	Improved employment status after training (%)
Natural and Physical Sciences	63	73	45
Information Technology	57	78	38
Engineering and Related Technologies	82	87	70
Architecture and Building	82	87	72
Agriculture, Environmental and Related Studies	79	86	66
Health	77	87	60
Education	86	90	76
Management and Commerce	77	85	63
Society and Culture	76	84	64
Creative Arts	56	77	35
Food, Hospitality and Personal Services	71	80	59
Mixed field programmes	46	72	33
<b>All fields of education</b>	<b>76</b>	<b>85</b>	<b>62</b>

Source: NCVER, VET student outcomes, 2025, VocStats

# Australian Apprenticeships

Imagine starting a career where you learn on the job, earn income and gain a qualification, all at once. That is exactly what you can do with an Australian Apprenticeship.

## What is an apprenticeship?

An apprenticeship or traineeship is an employment contract between an apprentice and an employer and combines practical work experience with formal education, enabling you to earn while gaining hands-on training and a nationally recognised qualification.

There are so many career choices available. You could start a career in sectors like:

- construction and building trades
- hairdressing and beauty services
- information technology
- healthcare and patient services
- hospitality and culinary arts
- early childhood education
- veterinary and animal care
- automotive services and repair.

Whatever your passion, there's an apprenticeship pathway for you.

## Why choose an apprenticeship?

- **Earn while you learn:** An apprenticeship means you don't have to choose between education and income.
- **Practical experience:** Work directly with industry experts to gain real-world skills and knowledge.
- **Nationally recognised qualification:** Complete your training with skills and knowledge that can be used nationwide.

## Who is eligible for an Australian Apprenticeship?

You can start an apprenticeship if you:

- are 18 years or older (or have guardian approval if under 18); and
- are an Australian citizen, a permanent resident or a New Zealand passport holder with at least 6 months residence in Australia; and
- can commit to full-time or part-time hours.

## Available financial support

As an Australian Apprentice, you may be eligible for support from the Australian Government and your state or territory government.

- Financial support may include payments of up to \$10,000 over the course of your apprenticeship, depending on your occupation.
- If you have to move away from home to take up or continue training as an Australian Apprentice, you may be eligible for the Living Away From Home Allowance (LAFHA) to support you with the additional costs of living.
- You may also be eligible for an Australian Apprenticeship Support Loan (AASL), which is an interest free loan to help you meet day to day costs while undertaking your studies. You can borrow up to a total of \$25,983 (2025-26 rate), which is paid in monthly payments.

## What other supports are available?

Apprentice Connect Australia Providers are the gateway into the Australian Apprenticeships system and are available to support you to get the most out of your apprenticeship.

Apprentice Connect Australia Providers are a free national service available to support you by providing:

- helpful advice to manage your apprenticeship journey and understand your obligations along the way
- personalised support - services provided are based on your individual needs and may include mentoring, career guidance, peer support, conflict resolution and referral to other specialist services
- expert advice on eligibility for extra support and incentives.

For guidance and support on your apprenticeship journey, contact your local Apprentice Connect Australia Provider, or visit [apprenticeships.gov.au/who-to-contact](https://apprenticeships.gov.au/who-to-contact).

## Women in Apprenticeships

Women are more likely to enrol in apprenticeships or traineeships in industries where they make up the majority of the workforce, for example, childcare or hairdressing. However, the last few years have seen a positive trend towards women entering male-dominated trades, with an increase of 2.7 percentage points since 2019. This trend was replicated across 4 of the largest trades (Plumbers, Carpenters and Joiners, Electricians, and Motor Mechanics).

A qualification obtained through an apprenticeship can act as a stepping-stone to a variety of roles that can be pursued in employment and further training. Once qualified, apprentices can continue with their employer, further upskill or start their own business. Around 95% of apprentices/trainee in a trade occupation who completed their training in 2024 reported they are employed or are in further study.

# Higher Education

Universities offer courses at the undergraduate and postgraduate levels, including associate degrees, bachelor degrees, masters and doctorate qualifications. Most higher education students study at the bachelor degree level (65% in 2024). Higher education usually involves a commitment to at least 3 years of full-time equivalent study to attain a bachelor degree, but many courses involve longer periods of study.

There were around 1.7 million students enrolled in higher education in 2024 (up 22% over the past decade).

## What subject areas are available?

The higher education sector provides training in all fields of education. Management and Commerce had the largest number of enrolments in 2024 (369,000), followed by Society and Culture (which is a diverse field of education including studies in law, psychology, human welfare and society, language and linguistics, economics and sport and recreation) (329,600), and Health (295,500).

Further information on higher education enrolments can be found at [education.gov.au/higher-education-statistics](https://www.education.gov.au/higher-education-statistics).

## Higher education graduate employment outcomes

Higher education graduates generally have strong employment outcomes, especially as they gain experience in the labour market. In 2024, 87% of undergraduates were employed 4 to 6 months after completing their degree. For graduates who had completed their degree 3 years earlier (in 2021), 93% were employed in 2024.

Vocationally oriented study areas (such as Pharmacy, Medicine, Rehabilitation, Veterinary Science, Teacher Education, and Engineering) generally have stronger employment outcomes immediately after graduation. Graduates with more generalist degrees (such as Communications, Science and Mathematics, and Humanities, Culture and Social Sciences) have weaker employment outcomes immediately after graduation, but they do improve significantly over time.

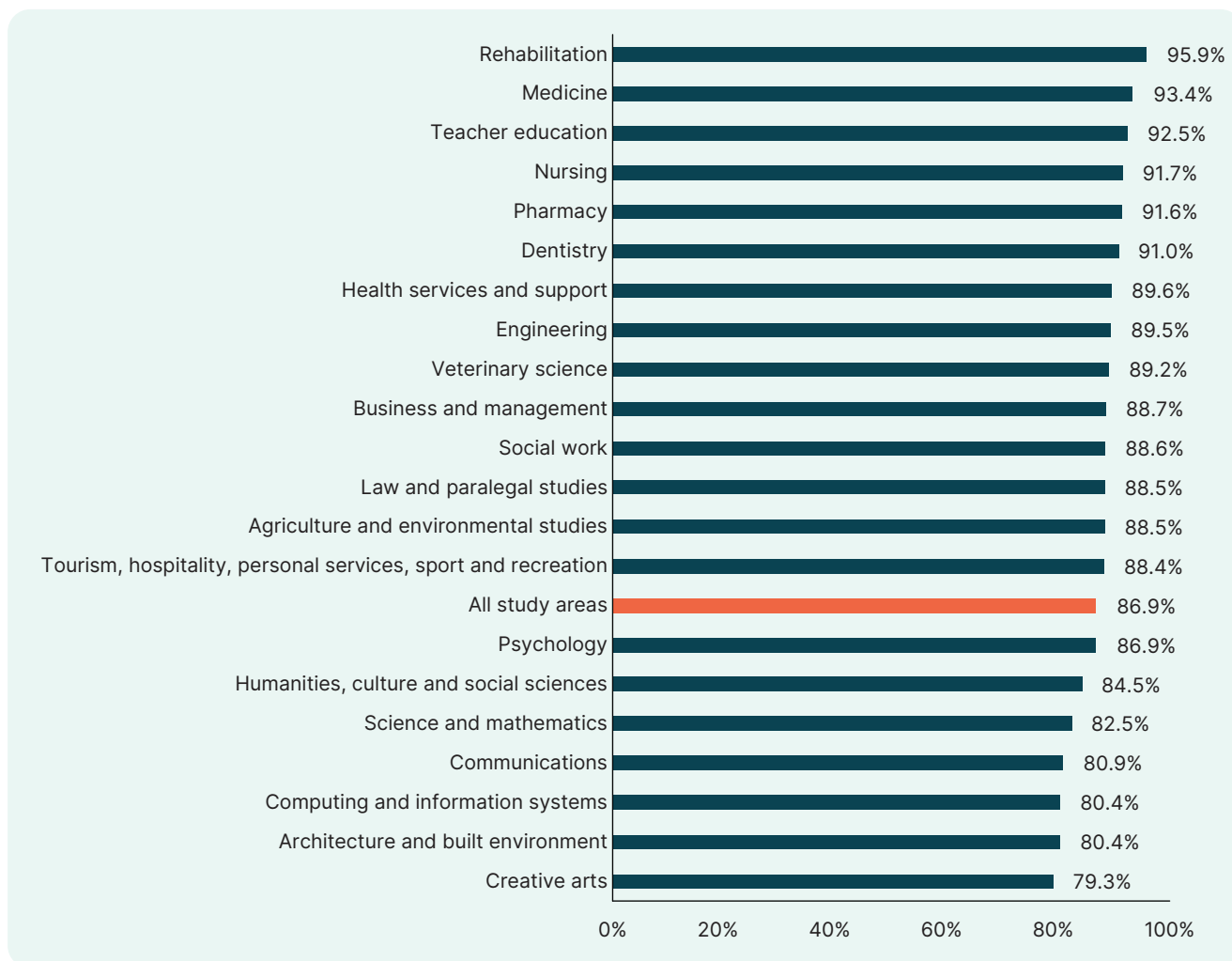
## Higher education student enrolments, by field of education, Australia, 2024

Field of education	2024 enrolments ('000)	10 year change
Natural and Physical Sciences	134.5	20%
Information Technology	164.5	188%
Engineering and Related Technologies	123.0	20%
Architecture and Building	40.9	38%
Agriculture, Environmental and Related Studies	19.4	3%
Health	295.5	41%
Education	153.2	16%
Management and Commerce	369.0	3%
Society and Culture	329.6	10%
Creative Arts	96.1	7%
Food, Hospitality and Personal Services	0.5	44%
Mixed field programs	10.6	-11%
Non-award courses	17.4	-16%
<b>All fields of education*</b>	<b>1,676.1</b>	<b>22%</b>

\* The total is less than the sum of all fields of education because students undertaking Combined Courses are counted in both fields of education while the total represents the unique student count.

Sources: Department of Education, Higher Education Statistics, 2024 Student Data; Quality Indicators for Learning and Teaching (QILT), 2024 Graduate Outcomes Survey (students surveyed approximately 4 to 6 months after completion of their studies; QILT, 2024 Graduate Outcomes Survey - Longitudinal (students surveyed 3 years after completing their course)

## Bachelor degree graduates employed 4 to 6 months after graduation, by study area, 2024 (%)



Source: QILT, 2024 Graduate Outcomes Survey (students surveyed approximately 4 to 6 months after completing their course)

## Salaries

In 2024, the median annual full-time salary for an undergraduate was \$71,000. Study areas with the highest median salaries included:

- Dentistry - \$103,300
- Medicine - \$86,800
- Social Work - \$82,000
- Engineering - \$80,000
- Teacher Education - \$78,800

Postgraduate coursework graduates had a median salary of \$100,000 and for postgraduate research graduates it was \$104,400.

## Further information on training and education pathways

There are many websites that can support you when making further education and training decisions. Some of these are listed on page 74, however [yourcareer.gov.au](https://yourcareer.gov.au) is a great place to start as it combines information on both the VET and higher education systems.

# Skills for the future

Adopting an approach of lifelong learning will help you keep up-to-date with emerging skills and occupations in the workforce, some of which haven't been invented yet and may be difficult to imagine. 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, and several technology tools are so universal 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.

## Can skills gained in one job be transferred to another job?

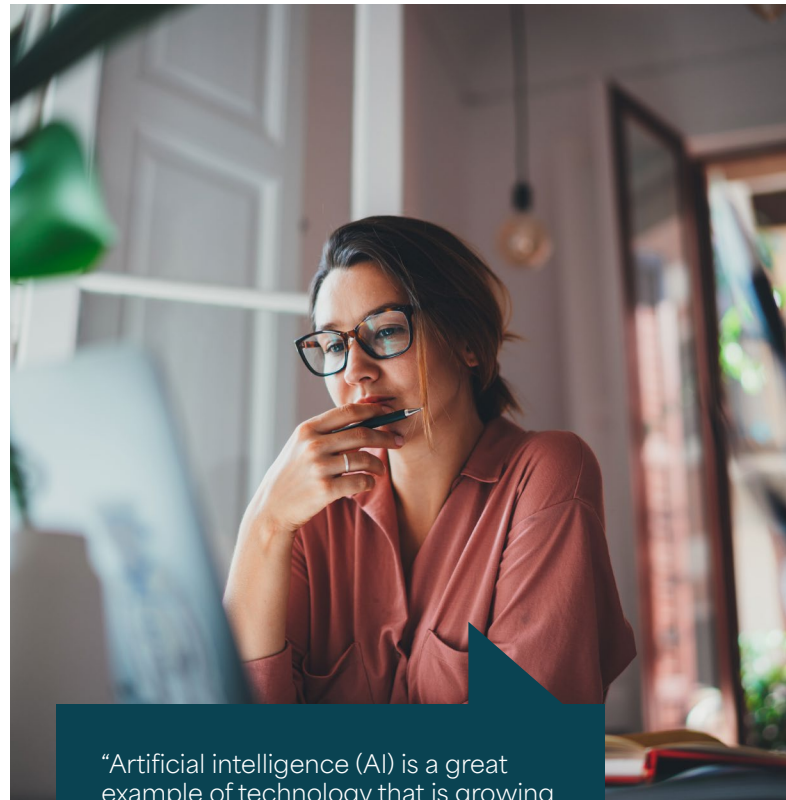
Many jobs have a similar set of skills. If you are looking for work or need to change jobs, the good news is that you are likely to have many transferable skills that can be used in other jobs or industries. Your transferrable skills might be your employability skills, or could be other skills, abilities or knowledge you acquired through your work experience, formal education, or on-the-job training.

Resources such as [yourcareer.gov.au](http://yourcareer.gov.au) can help you identify the skills required for different occupations. The work activities or tasks undertaken in one job can often look similar across a range of other jobs, such as planning or solving problems. When considering a new job, reviewing your full range of skills can open a broader range of job opportunities.

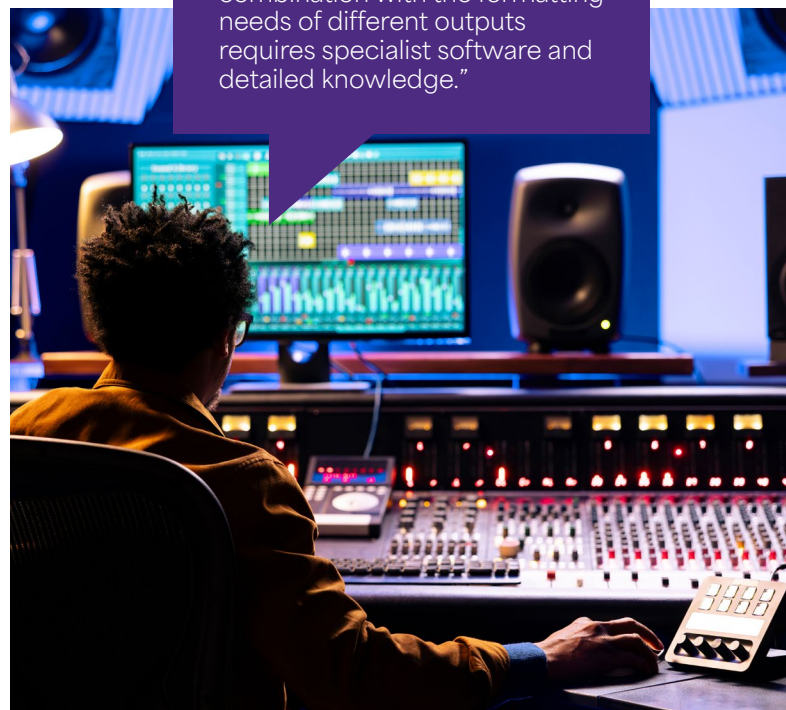
## Will training and qualifications be necessary?

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.

Skills development and lifelong learning will expand your opportunities as some jobs change, new jobs emerge, and technological progress continues.



“Artificial intelligence (AI) is a great example of technology that is growing in importance in the workplace. It can be difficult to imagine all the possible uses for AI we will find in the future but good digital literacy will help you adapt, regardless of what your job is.”



“Other technology tools are highly specialised and are specific to a job. For example, the primary task for Sound Technicians is mixing sound inputs. The variety of inputs, in combination with the formatting needs of different outputs requires specialist software and detailed knowledge.”

## Jobs with similar skills

### Industrial Designer

#### Jobs with similar skills

- Interior Designer
- Industrial Engineer
- Mechanical Engineer
- Engineering Technologist

### Naval Architect/ Marine Designer

#### Jobs with similar skills

- Boat Builder and Shipwright
- Ship's Officer
- Civil Engineer
- Aeronautical Engineer

### Complimentary Health Therapist

#### Jobs with similar skills

- Occupational Therapist
- Registered Nurse
- Therapy Aide
- Diversional Therapist

### Secretary (General)

#### Jobs with similar skills

- Legal Secretary
- Personal Assistant
- Office Manager
- Production Clerk

## How is Generative artificial intelligence affecting the labour market?

Generative artificial intelligence (Gen AI) is a new and rapidly developing technology that is beginning to change how work is done across the Australian labour market. Gen AI tools can create text, images, code and other content, and are already being used in a wide range of jobs, from professional and technical roles through to administrative, creative and service occupations. As adoption grows, Gen AI is increasingly becoming a general purpose tool that supports many different types of work across the entire labour market, rather than a technology limited to specialist roles.

In 2025, JSA published the Generative AI Study, the first national, whole of labour market study of the potential implications of Gen AI for jobs, skills and the workforce. The study examined how exposed different occupations and industries are to Gen AI, how the technology is being adopted, and what this may mean for the skills we need over time.

The study found that, overall, jobs are more likely to be augmented by Gen AI than automated (see table below). This means Gen AI is expected to change how work is done, such as supporting tasks like drafting, analysing information or generating ideas, rather than fully replacing jobs. While some tasks may be automated, the greatest impacts are likely to come from changes to job design, workflows and skill requirements, with human judgement, interaction and oversight remaining important across most occupations and potentially even more so into the future.

Regardless of whether you are entering the workforce or are already employed, an awareness of how Gen AI may shape future jobs is becoming increasingly important. As Gen AI becomes more common across workplaces, developing basic skills in using these tools, alongside strong foundational, digital and human skills, are likely to help position you for opportunities as jobs continue to evolve.

For more information on the implications of Gen AI visit [www.jobsandskills.gov.au/publications/generative-ai-capacity-study-report](http://www.jobsandskills.gov.au/publications/generative-ai-capacity-study-report)

## The distribution of Australia's workforce according to the exposure of their occupation to Gen AI

	Low and Very Low automation	Medium automation	High automation	Total
Low and Very Low augmentation	13%	0%	0%	13%
Medium augmentation	49%	5%	2%	56%
High augmentation	17%	12%	2%	31%
<b>Total</b>	<b>79%</b>	<b>17%</b>	<b>4%</b>	<b>100%</b>

Note: High, medium and low refer to exposure scores. In this simple summary table, exposure scores of 0.7 and above are labelled 'high'; scores between 0.5 and 0.7 are labelled 'medium' and scores below 0.5 are labelled 'low and very low'.

Source: JSA analysis of ABS, Census of Population and Housing, 2021 (Tablebuilder) published in JSA, Our Gen AI Transition

# 3

# Jobs and Skills Councils

## What are the Jobs and Skills Councils?

Jobs and Skills Councils (JSCs) are strengthening industry's role in shaping Australia's VET sector. JSCs are a not-for-profit network of industry-led organisations bringing together employers and unions to work in partnership with governments and the education and training sector. The JSCs also work closely with JSA to provide an industry perspective of the economy beyond just data and analytics.

JSCs will identify skills and workforce needs for their industry sectors, map career pathways across education sectors, develop contemporary VET training products, support collaboration between industry and training providers to improve training and assessment practice, and act as a source of intelligence on issues affecting their industries.

## Which sectors do the JSCs represent?

The 10 JSCs were set up as part of national reforms to the VET sector and work across a range of industries:

- **BuildSkills Australia:** Construction, property, and water infrastructure.
- **Future Skills Organisation:** Finance, technology, and business.
- **HumanAbility:** Health, disability and aged care, children's education and care, community services and sports and recreation.
- **Industry Skills Australia:** Transport and logistics including warehousing, rail, maritime and aviation.
- **Manufacturing Industry Skills Alliance:** Manufacturing, engineering, and pharmaceuticals.
- **Mining and Automotive Skills Alliance:** Mining operations and automotive industries.
- **Powering Skills Organisation:** Energy, gas, and renewables.
- **Public Skills Australia:** Fire and emergency services, police, correctional services, government, and defence.
- **Service and Creative Skills Australia:** Arts, retail, tourism, hospitality and personal services.
- **Skills Insight:** Agribusiness, fibre, furnishing, food, animal and environment care.



## Employment by Jobs and Skills Council

	Employment			Employment Profile		Projected Employment
	Nov 2025	3-year change to Nov 2025		Part-time	Female	5-year change to May 2030
<b>Jobs and Skills Council</b>	<b>'000</b>	<b>'000</b>	<b>%</b>	<b>%</b>	<b>%</b>	<b>%</b>
Build Skills Australia	1,955.1	121.5	6.6	20	24	6.8
Future Skills Organisation	1,877.1	21.3	1.1	18	48	8.5
Human Ability	3,350.9	399.9	13.5	43	75	10.2
Industry Skills Australia	738.5	33.5	4.7	23	22	3.5
Manufacturing Industry Skills Alliance	746.0	6.8	0.9	17	28	5.5
Mining and Automotive Skills Alliance	625.8	9.0	1.5	9	19	4.5
Powering Skills Organisation	319.7	64.4	25.2	10	18	6.6
Public Skills Australia	926.8	95.0	11.4	15	52	7.5
Service and Creative Skills Australia	3,146.1	90.6	3.0	50	54	3.6
Skills Insight	626.1	-2.3	-0.4	28	37	0.9
No JSC (non-school education)	392.7	51.4	15.0	34	60	7.2
<b>National employment</b>	<b>14,700.4</b>	<b>900.4</b>	<b>6.5</b>	<b>31</b>	<b>48</b>	<b>6.5</b>

\* National employment includes people employed in the non-school education sector which is not covered by a JSC

Sources: ABS, Labour Force, Australia, November 2025; ABS, Labour Force, Australia, Detailed, November 2025; Employment Projections produced by Victoria University for Jobs and Skills Australia, 2025 (May 2025 to May 2035).

# BuildSkills Australia

BuildSkills Australia is the JSC for the construction, property and water sectors. It plays an active role in the national conversation around jobs and skills across these sectors. BuildSkills regularly connects with and listens to industry leaders and workers to build a deep understanding to guide its work.

BuildSkills Australia employs a range of innovative methods to connect with students and promote career opportunities, with a focus on broadening the talent pipeline by reaching a more diverse audience. Engaging students early can help to build a more diverse and inclusive workforce. BuildSkills is focussed on providing opportunities for students to experience the full range of careers available across the construction, property and water industries.

While many students are aware of jobs in the trades, there are so many more career opportunities available in construction, both on the construction site and in the office. While many of these occupations have an apprenticeship pathway, many others require shorter VET qualifications. There are also many higher education pathways for professional roles in the sector. Across all these pathways, there are significant opportunities for career growth.

Some lesser-known occupations in the construction industry include:

- Electronics Trades Workers
- Signwriters
- Land Economists and Valuers

The property sector also encompasses many occupations. This includes real estate agents, property managers, urban planners, and facilities managers. These roles offer a wide range of tasks, from frontline sales through to specialised asset management. There is significant opportunity for career growth in this sector.

Some lesser-known occupations in the property sector include:

- Locksmiths
- Commercial cleaners
- Security guards




The water sector is critical to the health and wellbeing of all Australians. It is also a source of many interesting and rewarding careers.

Occupations that students might otherwise be unfamiliar with include:

- Water Quality Scientists
- Water Treatment Plant Operators
- Geotechnical Engineers
- Hydrographic Surveyors

BuildSkills want to empower a generation of students to choose fulfilling long-term careers. The construction, property and water industries provide a wide range of opportunities for all students looking for their step into the workforce.

Find out more at: [buildskills.com.au](https://buildskills.com.au).

JSC's top employing occupations	Total Employment Nov 2025	Median weekly full-time earnings (2024)	Proportion female	Proportion part-time	Projected employment change 5 years to May 2030
 <b>Carpenters and Joiners</b>	149,900	\$1,760	3%	11%	6.4%
 <b>Construction Managers</b>	134,600	\$3,750	11%	7%	14.9%
 <b>Real Estate Sales Agents</b>	108,500	\$1,500	52%	21%	7.6%

Note: all figures provided in the above table for each occupation's employment, earnings, % part-time, % female and projected growth comprise those occupations' employment across **all industries**.

Sources: ABS, Labour Force, Detailed, November, 2025, four-quarter average (Custom Report); ABS, Labour Force, Australia, Detailed, November 2025; Employment Projections produced by Victoria University for Jobs and Skills Australia, 2025 (May 2025 to May 2035); ABS Survey of Employee Earnings and Hours, May 2025.

# Future Skills Organisation

Future Skills Organisation is the JSC for finance, technology, and business. FSO's role is to partner with industry unions, the tertiary education sector (VET and Higher Education), and governments and the training sector to fast-track innovative training solutions which meet the demand for the most important finance, technology, and business skills.

Finance, technology, and business are dynamic and exciting fields full of opportunities. Whether you want to solve problems, work with AI, or bring innovative ideas to life, these careers let you learn, grow, and take on new challenges as your interests evolve.

Careers in finance, technology, and business help you build the transferable skills employers value most, like digital capability, teamwork, problem-solving, and communication.

By 2030, digital technologies will impact most, if not all, jobs. The future job market is calling for adaptable workers who can navigate technological changes with confidence. Building a solid foundation in digital skills is essential.

There's no single pathway to get started - whether it's a paid traineeship (earn-while-you-learn), vocational education and training (VET) qualification, or a university degree, there are flexible options to suit your goals and interests. To really thrive, you need to be a lifelong learner, ready to adapt and learn new skills as technologies emerge and evolve.

The best part? You're not limited to one industry - with the finance, technology, and business skills you could be working in healthcare, retail, marketing, or even a tech startup. Get ready for a diverse and rewarding career.




In-demand skills in finance, technology, and business include:

- AI literacy
- Communication
- Critical thinking
- Adaptability
- Collaboration and teamwork

Growing finance, technology, and business careers include:

- AI Engineer
- Director of AI
- Risk and Compliance Manager
- Project Manager and Project Director
- Environmental, Social, and Governance Manager

Find out more at [www.futureskillsorganisation.com.au](http://www.futureskillsorganisation.com.au).

JSC's top employing occupations	Total Employment Nov 2025	Median weekly full-time earnings (2024)	Proportion female	Proportion part-time	Projected employment change 5 years to May 2030
 <b>Software and Applications Programmers</b>	195,400	\$2,540	21%	6%	15.7%
 <b>Accountants</b>	225,100	\$2,000	54%	16%	8.4%
 <b>Solicitors</b>	103,700	\$2,070	57%	11%	11.7%

Note: all figures provided in the above table for each occupation's employment, earnings, % part-time, % female and projected growth comprise those occupations' employment across **all industries**.

Sources: ABS, Labour Force, Detailed, November, 2025, four-quarter average (Custom Report); ABS, Labour Force, Australia, Detailed, November 2025; Employment Projections produced by Victoria University for Jobs and Skills Australia, 2025 (May 2025 to May 2035); ABS Survey of Employee Earnings and Hours, May 2025.

# HumanAbility

HumanAbility supports Australia’s care and support workforce. These sectors play a vital role in supporting individuals, families and communities, and provide meaningful and rewarding career opportunities. HumanAbility collaborates with industry, government, unions and training providers to develop career pathways, tackle workforce challenges, and ensure individuals can access the skills needed via up-to-date training.




Care and support careers are about people, purpose and possibility. These sectors provide opportunities to support others, while also providing pathways into leadership, service design, education and health promotion. With workforce demand rising across aged care and disability support, early childhood education and care, health and human services, and sport and recreation there’s never been a better time to explore a career in the care and support sector.

The care and support workforce is projected to experience strong growth over the next decade, requiring skilled professionals in a range of crucial roles. These industries value skills such as communication, adaptability, problem solving and teamwork, all essential to delivering high quality services to communities and individuals. Employers increasingly recognise the importance of hands-on experience, with structured training pathways such as vocational education and training, apprenticeships and traineeships providing real world learning to help people to start and grow their careers.

While many people are drawn to roles working directly to support others, these industries also offer opportunities in program development, service innovation and community leadership. Careers in aged care and disability support can mean helping people maintain independence, improving wellbeing, or designing new ways to enhance care. In sport and recreation, careers span coaching, fitness leadership and creating programs that promote active lifestyles.

With structured training pathways, traineeships and vocational programs, there are many ways to start and grow a meaningful career. Whether you want to support individuals one on one, shape the future of services, or strengthen communities, there’s a place for you.

Find out more at [humanability.com.au](https://humanability.com.au).

JSC’s top employing occupations	Total Employment Nov 2025	Median weekly full-time earnings (2024)	Proportion female	Proportion part-time	Projected employment change 5 years to May 2030
 <b>Aged and Disabled Carers</b>	369,400	\$1,760	73%	60%	10.7%
 <b>Registered Nurses</b>	362,900	\$2,190	86%	44%	13.7%
 <b>Child Carers</b>	180,800	\$1,340	93%	53%	1.0%

Note: all figures provided in the above table for each occupation’s employment, earnings, % part-time, % female and projected growth comprise those occupations’ employment across **all industries**.

Sources: ABS, Labour Force, Detailed, November, 2025, four-quarter average (Custom Report); ABS, Labour Force, Australia, Detailed, November 2025; Employment Projections produced by Victoria University for Jobs and Skills Australia, 2025 (May 2025 to May 2035); ABS Survey of Employee Earnings and Hours, May 2025.

# Industry Skills Australia

Industry Skills Australia has been established to support the nation's Transport and Logistics industry sectors. This includes Aviation, Maritime, Rail, Transport and Logistics, and the emerging sectors of Omnichannel Logistics and Distribution, and Air and Space Transport and Logistics.

Led by industry, Industry Skills Australia is committed to building a world-class supply chain workforce to increase productivity, create better jobs and build opportunities for individuals.

The Transport and Logistics (T&L) sectors have a huge range of business types from small local businesses to large international businesses and are spread right across Australia including in regional, rural and remote locations.

Transport is one of Australia's most important sectors and is an essential service for the country's social and economic wellbeing. An efficient supply chain and transport network is vital for the movement of products and people. This contributes to the growth of the Australian economy and the liveability of our cities and regions. Many other industries rely on the T&L sectors for their survival, such as agricultural producers who depend on transport services to deliver their products to market, tourism operators that rely on services to move people across the country and manufacturers that need to transport goods globally. Transport functions are an intrinsic part of the Australian economy and as such, the sector's overall condition is a commonly used indicator for gauging the broader strength of the economy.

Workers in today's T&L sectors have many exciting and diverse career paths with strong employment security. T&L sectors are at the forefront of zero-emissions technologies and their practical application in our economy including new types of fuels and autonomous vehicles.

The workforce is projected to grow by 3.5% to May 2030 and 8.9% to May 2035. The entry opportunities for young people are growing with the sector becoming more attractive as old stereotypes are discarded.

People with a commitment to adaptability, an interest in machines, and a passion for problem solving can have very successful careers. Employers are looking for people with a positive attitude and willingness to learn as the industry adopts new technologies, to join this growing industry.

## Transport & Logistics

- |                   |                          |
|-------------------|--------------------------|
| Known occupations | Lesser-known occupations |
| • Bus driver      | • Crane operators        |
| • Truck driver    | • Freight forwarder      |

## Aviation

- |                   |                          |
|-------------------|--------------------------|
| Known occupations | Lesser-known occupations |
| • Pilot           | • Drone operator         |
| • Cabin crew      | • Rescue crew officer    |




## Rail

- |                        |                           |
|------------------------|---------------------------|
| Known occupations      | Lesser-known occupations  |
| • Train/tram driver    | • Railway signal operator |
| • Railway track worker | • Travel attendant        |

## Maritime

- |                   |                              |
|-------------------|------------------------------|
| Known occupations | Lesser-known occupations     |
| • Ship master     | • Vessel traffic officer     |
| • Ships officer   | • Autonomous vessel operator |

Find out more at:  
[www.industryskillsaustralia.org.au](http://www.industryskillsaustralia.org.au).

JSC's top employing occupations	Total Employment Nov 2025	Median weekly full-time earnings (2024)	Proportion female	Proportion part-time	Projected employment change 5 years to May 2030
 <b>Truck Drivers</b>	183,600	\$1,960	6%	13%	0.6%
 <b>Storepersons</b>	164,200	\$1,330	28%	32%	7.2%
 <b>Delivery Drivers</b>	84,900	\$1,310	15%	49%	13.1%

Note: all figures provided in the above table for each occupation's employment, earnings, % part-time, % female and projected growth comprise those occupations' employment across **all industries**.

Sources: ABS, Labour Force, Detailed, November, 2025, four-quarter average (Custom Report); ABS, Labour Force, Australia, Detailed, November 2025; Employment Projections produced by Victoria University for Jobs and Skills Australia, 2025 (May 2025 to May 2035); ABS Survey of Employee Earnings and Hours, May 2025.

# Manufacturing Industry Skills Alliance

The Manufacturing Industry Skills Alliance (Manufacturing Alliance) is the JSC for the manufacturing sector. Manufacturing Alliance works closely with employers, unions, governments and training providers to identify workforce capability and ensure Australia's manufacturing workforce has the skills needed to compete, innovate and grow. Manufacturing Alliance also supports a responsive training system that aligns qualifications with emerging technologies and workforce needs so that people entering or transitioning into manufacturing roles are equipped with relevant, industry-recognised skills.

Modern manufacturing is far more advanced than many people realise. If you are exploring your first career, looking to retrain, or considering a career change, manufacturing offers diverse and future-focused opportunities.

Manufacturing brings together advanced technology and highly skilled workers to design and produce the goods that support everyday life. From advanced engineering and precision fabrication to pharmaceutical production and food manufacturing, the sector plays a vital role in Australia's economy and sovereign capability.

Today's workplaces are highly automated, digitally connected and driven by innovation. Robotics, 3D printing, advanced materials, artificial intelligence and digital monitoring systems are now common across production environments.

Career pathways suit a wide range of interests and skill levels, including:

- Engineering trades and fabrication
- Pharmaceutical and medical manufacturing
- Food and beverage production
- Defence and aerospace manufacturing
- Clean energy and advanced materials
- Production planning and process optimisation




Roles range from technicians, trades workers, toolmakers and machine operators to mechatronics and mechanical engineers, food technologists, bread bakers, print machinists, aircraft maintenance engineers, supervisors and production managers. Some positions focus on practical production work, while others emphasise digital systems, design, logistics, sustainability or continuous improvement. Many roles combine hands-on work with technology, problem-solving and quality control.

Manufacturing can also be an attractive option for people already in the workforce who are considering a transition. Many skills gained in other industries – such as teamwork, communication, technical aptitude, digital literacy and problem-solving are transferable into manufacturing roles. With further training or upskilling, workers from sectors such as construction, transport, retail, defence or technology can successfully transition into manufacturing careers.

There are multiple entry points. Apprenticeships and traineeships allow you to earn while you learn. Vocational Education and Training (VET) qualifications support technical and production roles while higher education pathways open opportunities in engineering, research and advanced manufacturing systems.

Whether you are starting out or seeking a new direction, manufacturing offers stable, skilled and forward-looking career pathways in an industry that is evolving rapidly. It also provides opportunities to work with advanced technology, contribute to nationally significant industries and build a career in a modern, innovation-driven environment.

For more information visit [www.makeitmanufacturing.com.au](http://www.makeitmanufacturing.com.au) or [www.manufacturingalliance.org.au](http://www.manufacturingalliance.org.au).

JSC's top employing occupations	Total Employment Nov 2025	Median weekly full-time earnings (2024)	Proportion female	Proportion part-time	Projected employment change 5 years to May 2030
 <b>Metal Fitters and Machinists</b>	118,000	\$2,610	4%	6%	3.0%
 <b>Structural Steel and Welding Trades Workers</b>	79,200	\$1,690	2%	5%	2.9%
 <b>Production Managers</b>	64,900	\$2,300	16%	4%	9.0%

Note: all figures provided in the above table for each occupation's employment, earnings, % part-time, % female and projected growth comprise those occupations' employment across **all industries**.

Sources: ABS, Labour Force, Detailed, November, 2025, four-quarter average (Custom Report); ABS, Labour Force, Australia, Detailed, November 2025; Employment Projections produced by Victoria University for Jobs and Skills Australia, 2025 (May 2025 to May 2035); ABS Survey of Employee Earnings and Hours, May 2025.

# Mining and Automotive Skills Alliance

The Mining and Automotive Skills Alliance (AusMASA) brings together stakeholders in Australia’s mining and automotive industries. This covers a combined workforce of approximately 625,800 workers, and industry coverage that spans the entire mining division (including oil and gas extraction) and 3 automotive subdivisions. As a JSC, AusMASA bring together employers, unions, training organisations, and governments in a tripartite arrangement to find solutions to skills and workforce challenges, while also considering those of other related industries.

The road to Net Zero, Decarbonisation, and Electrification in many ways depends heavily on the mining and automotive sectors. For example, without the mining of critical minerals, there can be no Advanced Manufacturing, Super Computing (or AI), Renewables, or MedTech. These industries rely on mined critical minerals to provide essential circuitry components and other energy solutions. Mining is also a large investor in the development and implementation of autonomous operations - which are critical to the future of AI.

The automotive industry on the other hand, is essential to the deployment of Net Zero and Decarbonisation strategies as it enables the establishment and running of re-charging stations, and the ownership of electric vehicles (EVs). As EVs become increasingly important, skills necessary to diagnose, service, and repair these EVs will become even more important. Having EVs present everywhere is impossible without a robust and thriving automotive sector. Both industries offer promising career options.

A key focus of AusMASA’s work involves ensuring that the VET system is fit for purpose for learners, employees, and employers alike. As part of this, AusMASA is responsible for the following nationally recognised training packages:

- AUM - Automotive Manufacturing
- AUR - Automotive Retail, Service and Repair
- RII - Resources and Infrastructure Industry

AusMASA also studies workforces of these industries, including but not limited to; demographic analysis, workforce needs, workforce planning, skills forecasting, and stewardship of industry (including higher education). AusMASA has a dedicated research division that explores the short and long-term strategic workforce and relevant industry level trends, disruptors, and challenges surrounding the industries within their remit, including the industries VET and apprenticeship streams.

Occupations of relevance to the industries within AusMASA’s remit are:




## Mining

- Mine Engineer
- Driller
- Process Operator.

## Automotive

- Light Vehicle Technician
- EV Technician
- Automotive Electrician.

Find out more at: [ausmasa.org.au](https://ausmasa.org.au).

JSC’s top employing occupations	Total Employment Nov 2025	Median weekly full-time earnings (2024)	Proportion female	Proportion part-time	Projected employment change 5 years to May 2030
 <b>Motor Mechanics</b>	109,900	\$1,620	3%	9%	2.7%
 <b>Drillers, Miners and Shot Firers</b>	66,400	\$2,910	14%	3%	3.8%
 <b>Metal Fitters and Machinists</b>	118,000	\$2,610	4%	6%	3.0%

Note: all figures provided in the above table for each occupation’s employment, earnings, % part-time, % female and projected growth comprise those occupations’ employment across **all industries**.

Sources: ABS, Labour Force, Detailed, November, 2025, four-quarter average (Custom Report); ABS, Labour Force, Australia, Detailed, November 2025; Employment Projections produced by Victoria University for Jobs and Skills Australia, 2025 (May 2025 to May 2035); ABS Survey of Employee Earnings and Hours, May 2025.

# Powering Skills Organisation

Powering Skills Organisation (PSO) supports the energy sector, helping to identify and address workforce and skills challenges across energy, gas and renewables.




Australia’s energy sector is undergoing one its most intensive evolutions in history, with more workers needed to help build, operate and maintain the energy infrastructure of the future. From building new generation sources and transmission infrastructure all across Australia, to building new homes, installing smart home systems, or converting our existing homes, businesses and transport to modern, efficient and electrified technologies, there are so many opportunities to be a part of this transition.

With multiple pathways to an energy career, through an apprenticeship or a university degree, everyone’s energy sector story looks different. But all paths offer a rewarding, secure and well-paid career where you can continue learn and grow your skills. Whether that’s in traditional roles like electrician, electrical engineer, lines worker, gas technician or air conditioning and refrigeration mechanic, or new roles like wind turbine technician, energy auditor and solar consultant. There are also roles in emerging technologies such as hydrogen and biogas which are becoming increasingly important in ensuring a stable energy supply to our homes and businesses.

PSO works closely with energy sector businesses, educators, unions, and state, territory and federal governments, to ensure that apprentices and workers are equipped with the right skills to meet the needs of Australia’s energy future.

With record numbers of women and First Nations people joining the sector, a diverse range of well-paid and interesting careers and a large amount of work required to meet Australia’s Net Zero and electrification ambitions, it’s a great time to get involved, no matter who you are.

Find out more at: [poweringskills.com.au](https://poweringskills.com.au).

JSC’s top employing occupations	Total Employment Nov 2025	Median weekly full-time earnings (2024)	Proportion female	Proportion part-time	Projected employment change 5 years to May 2030
 <b>Electricians</b>	195,900	\$2,190	3%	6%	6.7%
 <b>Plumbers</b>	108,200	\$1,990	3%	7%	5.2%
 <b>Airconditioning and Refrigeration Mechanics</b>	29,300	\$2,100	1%	9%	2.3%

Note: all figures provided in the above table for each occupation’s employment, earnings, % part-time, % female and projected growth comprise those occupations’ employment across **all industries**.

Sources: ABS, Labour Force, Detailed, November, 2025, four-quarter average (Custom Report); ABS, Labour Force, Australia, Detailed, November 2025; Employment Projections produced by Victoria University for Jobs and Skills Australia, 2025 (May 2025 to May 2035); ABS Survey of Employee Earnings and Hours, May 2025; PSO Research Brief, Shifting Currents: elevating diversity in energy careers, November 2024

# Public Skills Australia

Public Skills Australia supports the Australian Public Safety and Government industry-sectors by updating and maintaining training packages for Correctional Services, Defence, Fire and Emergency Services, Government (federal, state/territory and local), and Police. These industry-sectors make a significant contribution to protecting Australia's national security and its economic prosperity.

Australia's Defence Organisation consists of the Royal Australian Navy, Australian Army, Royal Australian Air Force and the Defence Public Service. Defence works collaboratively with the broader Defence Industry and represents a critical workforce with exciting careers spanning Air, Land, Maritime, Cyber and Space domains. Entry points into Defence careers include through accredited training and employment, a paid Gap Year, Graduate entry programs and VET in Schools programs to prepare young people for Defence careers and single service cadet programs. Defence is committed to ensuring that the services reflect the diversity of Australia and delivers targeted recruitment campaigns for priority cohorts, including First Nations people and women.

The Australian Fire and Emergency Services sector is a dynamic and varied industry-sector, underpinned by a strong commitment to both its professional career and volunteer workforces. This industry-sector offers a range of career and volunteering entry pathways and a wide array of opportunities, in fire and emergency response, community preparedness and recovery, and surf lifesaving roles. As the effects of climate change and the frequency and severity of natural disasters continue to increase, there is a high demand for new recruits into professional career and volunteer opportunities.




The Police industry sector is crucial in maintaining public safety, enforcing laws, and building community trust. Across Australia, this industry-sector includes federal (Australian Federal Police) and state and territory police agencies. Policing offers divergent career pathways from general duty roles to specialist roles in forensics, cybercrime, covert policing and investigations, and public service roles that support policing organisations.

The Correctional Services industry-sector works to keep communities safe and offer support to those who will benefit from rehabilitation, whether serving sentences in custody or in the community. This industry-sector is actively recruiting and can offer careers in custodial and community settings across metropolitan, regional and remote areas.

Public Skills Australia works with all levels of government in Australia. The 538 local councils in Australia offer occupations from across the labour market, including in infrastructure, town planning, land and economic development, essential waste and water services, community services, by-law enforcement, environmental management and emergency management.

Public service employees in Australia's federal and state/territory governments are responsible for delivering essential services and overseeing the physical, economic, and social wellbeing of the population. The government workforce employs roles across the broader Australian labour market, including information technology, cyber security, policy, project management and education and training.

Find out more at: [publicskillsaustralia.org.au](https://publicskillsaustralia.org.au).

JSC's top employing occupations	Total Employment Nov 2025	Median weekly full-time earnings (2024)	Proportion female	Proportion part-time	Projected employment change 5 years to May 2030
 <b>General Clerks</b>	286,600	\$1,440	81%	40%	11.3%
 <b>Police</b>	74,100	\$2,560	28%	5%	6.2%
 <b>Contract, Program and Project Administrators</b>	161,300	\$2,130	57%	11%	9.5%

Note: all figures provided in the above table for each occupation's employment, earnings, % part-time, % female and projected growth comprise those occupations' employment across **all industries**.

Sources: ABS, Labour Force, Detailed, November, 2025, four-quarter average (Custom Report); ABS, Labour Force, Australia, Detailed, November 2025; Employment Projections produced by Victoria University for Jobs and Skills Australia, 2025 (May 2025 to May 2035); ABS Survey of Employee Earnings and Hours, May 2025.

# Service and Creative Skills Australia

Service and Creative Skills Australia (SaCSA) is the industry-led JSC representing the arts, personal services, retail, tourism and hospitality sectors. SaCSA works with industry, unions and government to address workforce needs and strengthen VET outcomes.

SaCSA identifies in-demand occupations, emerging skills needs and career pathways across these industries. Across the five sectors, demand is shaped by adaptable, customer-focused workers with strong technical capability, digital confidence and transferable skills.

The Arts sector plays a pivotal role in Australia, providing the entertainment we consume through our screens, the soundtrack to our lives, and ways of understanding different ideas and perspectives. The industry thrives on innovation and creative expression, and offers career opportunities across technical, administrative and creative roles. Growth in screen, gaming, and live performance is driving demand for highly skilled technical and production workers.

The Personal Services sector offers people-centred careers across areas such as hairdressing, barbering, beauty, floristry, tattooing and funeral services. These roles combine creativity and professionalism with technical expertise, supporting people through important life moments. As hands-on, relationship-driven occupations, they remain in steady demand and are less susceptible to automation. For people who value practical work, connection and long-term career security, Personal Services offers secure, rewarding and in-demand pathways.

The Retail sector plays a vital role in the national economy and is Australia's second-largest employing industry. Characterised by a young workforce and flexible employment, Retail supports development in




communication, business, technology and leadership. Key occupations include General Sales Assistants, Pharmacy Sales Assistants, and Retail Managers. Retail offers fast-paced, customer-focused careers with clear pathways from entry-level roles through to management and business ownership.

The Tourism sector drives Australia's visitor economy, creating employment opportunities across cities, regions and remote communities. The industry connects people to diverse cultures, landscapes and experiences, shaping how Australia is experienced by the world. Many professionals begin in frontline roles such as Visitor Information Officers, Tour Guides or Travel Consultants, building experience that can lead to management and event leadership roles. Tourism transforms an interest in people and culture into an exciting and globally connected career.

The Hospitality sector is a major contributor to Australia's service economy, delivering accommodation, food and beverage services, events and gaming experiences nationwide. From hotels and restaurants to cafes, pubs and clubs, the industry offers fast-paced, team-oriented environments. Careers range from chefs, baristas and bar attendants to supervisors, venue managers and hotel leaders. Hospitality builds strong organisational and customer service skills, making it ideal for those seeking practical experience and long-term career development.

Together, these sectors offer career pathways that contribute significantly to Australia's economy and communities. SaCSA supports inclusive and sustainable workforce development aligned to future skills needs.

Find out more at: [sacsa.org.au](https://sacsa.org.au).

JSC's top employing occupations	Total Employment Nov 2025	Median weekly full-time earnings (2024)	Proportion female	Proportion part-time	Projected employment change 5 years to May 2030
 <b>Sales Assistants (General)</b>	559,800	\$1,240	65%	75%	2.5%
 <b>Retail Managers</b>	248,000	\$1,620	48%	18%	2.0%
 <b>Waiters</b>	128,200	\$1,350	69%	83%	5.2%

Note: all figures provided in the above table for each occupation's employment, earnings, % part-time, % female and projected growth comprise those occupations' employment across **all industries**.

Sources: ABS, Labour Force, Detailed, November, 2025, four-quarter average (Custom Report); ABS, Labour Force, Australia, Detailed, November 2025; Employment Projections produced by Victoria University for Jobs and Skills Australia, 2025 (May 2025 to May 2035); ABS Survey of Employee Earnings and Hours, May 2025.

# Skills Insight

Skills Insight is the JSC for the agribusiness, fibre, furnishing, food, animal and environment care sectors. They work with industry, training providers, unions and government to explore possible solutions to skills challenges.

The sectors Skills Insight works with are crucial to Australia's communities, ecosystems and prosperity. They are especially significant in rural, regional and remote areas, with 60% of jobs based outside of major cities.




These sectors play a crucial role in food security and in solutions for a changing climate. Using a broad range of skills, the workforce cares for plants and animals, maintains land and water bodies, and produces and processes the raw materials used for essential items such as housing, clothing, and hygiene products.

While this workforce spans diverse areas of expertise, the value chain shares similar priorities, including protecting Australia's \$6.5 trillion in environmental assets. Through biosecurity, ecosystem management and animal welfare practices, they sustain our flora, fauna and farm production. Many occupations across these sectors are evolving rapidly, offering diverse careers. Workers use advanced tools and science to grow drought-resistant, higher-yielding crops, care for our pets and wildlife, milk cows using robotic systems, and produce fibre, clothing, and furnishings to meet growing demand for locally made, ethical, and sustainable products. Blockchain and digital traceability systems are also being used to support sustainable supply chains. Drones and LiDAR (Light Detection and Ranging) are used by the forest and harvesting industry for improved efficiency and environmental practices. Large aquaculture companies are using remotely operated vehicles, drones and biosensors for more efficient monitoring, and improved welfare and biosecurity practices.

A career in agriculture, for example, requires skills in agronomy, animal science, automation systems, digital technologies, mechanical operations, supply chains, logistics, as well as the ability to analyse data to improve production and business management. By the end of the decade, technology is expected to transform 41% of agricultural jobs, creating demand for new skills. Career pathways in these industries are not always linear. Understanding them helps navigate opportunities.

Across the value chain, there are meaningful career pathways for First Nations peoples to work on Country, drawing on deep cultural knowledge and land management practices that enhance biodiversity, protect ecosystems and strengthen cultural continuity. Roles in areas such as conservation, natural resource management, biosecurity, forestry, fire management, aquaculture and agriculture support First Nations communities to care for Country in ways that honour tradition while applying contemporary science and technology. These industries are attractive for people who like working with natural materials, to create expressive clothing, functional and attractive furniture, and recreational spaces. They also appeal to those interested in working with animals and plants.

Find out more at [skillsinsight.com.au](https://skillsinsight.com.au).

JSC's top employing occupations	Total Employment Nov 2025	Median weekly full-time earnings (2024)	Proportion female	Proportion part-time	Projected employment change 5 years to May 2030
 <b>Livestock Farmers</b>	69,700	na*	32%	26%	-2.9%
 <b>Crop Farmers</b>	33,400	na*	19%	22%	-0.8%
 <b>Mixed Crop and Livestock Farmers</b>	28,000	na*	24%	17%	-2.7%

Note: all figures provided in the above table for each occupation's employment, earnings, % part-time, % female and projected growth comprise those occupations' employment across **all industries**. \*na = not available

Sources: ABS, Labour Force, Detailed, November, 2025, four-quarter average (Custom Report); ABS, Labour Force, Australia, Detailed, November 2025; Employment Projections produced by Victoria University for Jobs and Skills Australia, 2025 (May 2025 to May 2035); ABS Survey of Employee Earnings and Hours, May 2025; KPMG, Skills Impact, Agricultural workforce digital capability framework, 2019.

# 4

# Jobs by location

## National employment overview

The Australian labour market grew moderately over the year to December 2025, with the number of people employed increasing by 165,400 (or 1.1%), to stand at a record high of 14,684,100. Full-time employment accounted for around 60% of the increase over the period. Nationally, the unemployment rate stood at just 4.1% in December 2025, while the participation rate was relatively high, at 66.7%.

Nationally, the number of internet vacancies has trended down slightly over the year to December 2025 (down by 0.8%). Nevertheless, this fall in internet vacancies is far smaller than that for the year to December 2024 (down by 17.5%).

## Youth labour market

There were a record 2,274,000 young people (15-24 years) employed in December 2025, up by 57,300 (or 2.6%) over the year. The increase in employment for young people was due to strong growth in full-time employment (up by 53,500 or 5.9%). The youth unemployment rate fell by 0.1 percentage points over the year, to 9.1% in December 2025, although it remains more than double the rate recorded for all people. The participation rate for young people increased by 0.3 percentage points over the year, to 70.8% in December 2025.

Despite the relatively positive labour market conditions, the number of young people who were long-term unemployed grew slightly, by 2,500 (or 7.4%) over the year, to 35,700 in December 2025. Youth also comprised 26.0% of the total long-term unemployment pool in December 2025.

It is important to note that young people are particularly vulnerable during economic downturns, as they tend to have fewer skills and less experience than older people and are often the first to be let go by employers during times of economic difficulty.

## Employment by state and territory

Region	Employment			Employment Profile		Unemployment rate		Participation rate	
	Dec 2025	Change over the year	%	Part-time	Female	Dec 2025	Change over the year	Dec 2025	Change over the year
	'000	'000	%	%	%	%	% pts	%	% pts
New South Wales	4,492.0	4.5	0.1	30	48	3.9	0.1	65.5	-0.9
Victoria	3,813.0	59.3	1.6	33	48	4.6	0.1	67.7	-0.2
Queensland	3,003.2	19.3	0.6	31	49	3.9	0.0	66.5	-1.0
South Australia	1,000.2	48.7	5.1	35	48	3.9	-0.4	65.1	2.0
Western Australia	1,672.5	28.4	1.7	30	46	3.9	0.6	68.8	-0.2
Tasmania	281.4	2.2	0.8	37	48	4.5	0.3	60.7	0.3
Northern Territory	147.1	4.8	3.4	22	48	3.9	-0.2	73.5	1.0
Australian Capital Territory	273.2	-0.6	-0.2	24	50	3.5	0.4	71.1	-1.0
<b>Australia</b>	<b>14,684.1</b>	<b>165.4</b>	<b>1.1</b>	<b>31</b>	<b>48</b>	<b>4.1</b>	<b>0.1</b>	<b>66.7</b>	<b>-0.4</b>

Sources: ABS, Labour Force, Australia, December 2025, seasonally adjusted estimates, except for % part-time which are 6-month averages of original data; Jobs and Skills Australia, Internet Vacancy Index, seasonally adjusted, 2025.

# New South Wales

New South Wales is the largest employing state in Australia, with Sydney accounting for more than two-thirds of state employment.

The largest employing industry in New South Wales 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.

## Current conditions

There were a record 4,492,000 people employed in New South Wales in December 2025, up by 4,500 (or 0.1%) over the year, but well below the growth of 82,700 (or 1.9%) recorded in the previous year.

### Top employing industries

Industries	Employ't	Share	3 year	
	Dec 2025	of state emp't	change to	Dec 2025
	'000	%	'000	%
Health Care and Social Assistance	686.2	15	68.9	11.2
Professional, Scientific and Technical Services	474.0	10	27.5	6.1
Construction	427.7	9	39.1	10.1
Retail Trade	420.1	9	7.1	1.7
Education and Training	407.7	9	52.9	14.9

The unemployment rate in New South Wales increased by 0.1 percentage points over the year, to 3.9% in December 2025. The state's participation rate decreased by 0.9 percentage points over the same period, to 65.5% in December 2025, and is lower than the 66.7% recorded nationally.

Reflecting the overall softening labour market in the state, conditions for young people have also weakened. While youth employment in New South Wales grew slightly (by 8,400 or 1.2%) over the year, to 686,500 in December 2025, the youth unemployment rate increased by 0.4 percentage points over the period, to 9.2% in December 2025. The participation rate for young people increased by only 0.1 percentage points to 69.0% in the year to December 2025.

Over the year to December 2025, the number of internet advertisements in New South Wales fell by 1.2%. This follows an 18.0% fall over the year to December 2024. However, vacancies in New South Wales remain high for Sales Assistants, General Practitioners and Resident Medical Officers, General Clerks and Registered Nurses. More information on these occupations can be found in the Occupation Matrix (page 63).

Regional



32%

Aged 15 to 24



15%

Hold a cert III or higher qualification (aged 25 to 34)



75%

### Employment by region, New South Wales

Region	Employment			Employment profile		Unemployment rate		Participation rate	
	Dec 2025	Change over the year	%	Part-time	Female	Dec 2025	Change over the year	Dec 2025	Change over the year
	'000	'000	%	%	%	%	% pts	%	% pts
Greater Sydney	3,084.5	2.5	0.1	28	47	3.7	0.1	67.9	-1.2
Capital Region	124.6	-0.4	-0.4	30	48	2.9	0.3	62.5	-0.6
New South Wales - Central West	115.8	-0.5	-0.5	32	47	3.2	-0.2	68.1	-0.7
Coffs Harbour - Grafton	66.1	0.2	0.3	39	49	4.3	-0.1	54.5	-0.4
Far West and Orana	55.3	-1.0	-1.8	30	48	3.7	0.0	61.1	-0.9
Hunter Valley exc Newcastle	151.7	1.9	1.2	32	48	3.9	0.3	61.9	0.0
Illawarra	168.9	1.1	0.7	34	49	4.1	-0.2	64.2	-0.5
Mid North Coast	100.4	0.2	0.2	37	50	3.7	0.0	51.5	-0.4
Murray	66.1	-0.4	-0.5	32	49	3.8	0.3	65.2	-0.7
New England and North West	99.7	-0.2	-0.2	29	49	4.3	0.3	67.2	-0.2
Newcastle and Lake Macquarie	222.3	2.2	1.0	35	49	4.1	0.8	67.8	0.5
Richmond - Tweed	130.4	0.7	0.5	43	50	3.3	0.2	60.9	0.0
Riverina	83.0	-0.8	-0.9	29	48	3.2	0.0	65.0	-0.5
Southern Highlands and Shoalhaven	73.4	-0.2	-0.3	40	50	3.4	0.4	55.3	-0.3
<b>New South Wales</b>	<b>4,492.0</b>	<b>4.5</b>	<b>0.1</b>	<b>30</b>	<b>48</b>	<b>3.9</b>	<b>0.1</b>	<b>65.5</b>	<b>-0.9</b>
<b>Australia</b>	<b>14,684.1</b>	<b>165.4</b>	<b>1.1</b>	<b>31</b>	<b>48</b>	<b>4.1</b>	<b>0.1</b>	<b>66.7</b>	<b>-0.4</b>

Sources: ABS, Labour Force, Australia, Detailed, December 2025, table MRM1 - Modelled estimates of labour force status, by SA4, except for the employment profile data (% part-time and % female), which are 6-month averages of original direct survey estimates. Data for the states and territories and Australia are from ABS, Labour Force, Australia, December 2025, seasonally adjusted estimates, except for % part-time which are 6-month averages of original data; Jobs and Skills Australia, Internet Vacancy Index, seasonally adjusted and 3 month averages, 2025.

# Victoria

Victoria is Australia's second largest employing state, with around 3.8 million workers. Almost 80% of state employment is in Melbourne.

The largest employing industry in Victoria is Health Care and Social Assistance, followed by Professional, Scientific and Technical Services. Retail Trade, Education and Training, and Construction are also major employing industries in this state.

## Current conditions

Labour market conditions were moderate in Victoria over the year to December 2025. There were 3,813,000 people employed in the state in December 2025, up by 59,300 (or 1.6%) over the year. Part-time employment accounted for the majority (92.9%) of growth over the period.

The unemployment rate in Victoria increased by 0.1 percentage points over the year, to 4.6% in December 2025, with the state's participation rate falling by 0.2 percentage points to 67.7%, still above the 66.7% recorded nationally.

## Top employing industries

Industries	Employ't	Share	3 year	
	Dec 2025	of state emp't	change to	Dec 2025
	'000	%	'000	%
Health Care and Social Assistance	624.7	16	87.5	16.3
Professional, Scientific and Technical Services	401.8	10	46.2	13.0
Retail Trade	360.0	9	16.1	4.7
Education and Training	353.2	9	50.4	16.7
Construction	341.7	9	2.5	0.7

Labour market conditions for young people in Victoria had improved over the year to December 2025. Youth employment in Victoria increased by a moderate 15,100 (or 2.8%) over the year, to a record 555,900 in December 2025, with the youth unemployment rate falling by 0.2 percentage points over the period, to 10.4% in December 2025. The participation rate for young people increased over the period, by 0.2 percentage points, to 68.8% in December 2025.

Over the year to December 2025, the number of job advertisements in Victoria fell by 4.7%, after a 23.5% fall the previous year to December 2024. Despite this there are still plenty of job opportunities available. Over the year, vacancies in Victoria continue to increase for Registered Nurses, Nursing Support and Personal Care Workers, and Real Estate Sales Agents. More information on these occupations can be found in the Occupation Matrix (page 63).

Regional



22%

Aged 15 to 24



14%

Hold a cert III or higher qualification (aged 25 to 34)



78%

## Employment by region, Victoria

Region	Employment			Employment profile			Unemployment rate		Participation rate	
	Dec 2025	Change over the year		Part-time	Female	Dec 2025	Change over the year	Dec 2025	Change over the year	
	'000	'000	%	%	%	%	% pts	%	% pts	
Greater Melbourne	3,015.3	54.6	1.8	32	48	4.8	0.1	69.7	-0.3	
Ballarat	91.7	0.9	1.0	35	49	3.6	0.2	61.8	-0.3	
Bendigo	86.4	0.6	0.6	41	50	3.4	0.0	62.3	-0.1	
Geelong	186.7	3.3	1.8	40	49	3.3	0.0	65.9	0.0	
Hume	96.8	0.5	0.5	37	49	3.0	0.0	63.4	-0.2	
Latrobe - Gippsland	148.6	0.6	0.4	37	50	3.9	-0.1	59.3	-0.3	
Victoria - North West	76.3	-1.1	-1.4	34	47	3.4	0.1	62.4	-0.6	
Shepparton	66.7	-0.4	-0.5	37	48	3.8	0.1	60.9	-0.3	
Warrnambool and South West	65.8	-0.5	-0.8	28	49	2.8	0.1	63.5	-0.4	
<b>Victoria</b>	<b>3,813.0</b>	<b>59.3</b>	<b>1.6</b>	<b>33</b>	<b>48</b>	<b>4.6</b>	<b>0.1</b>	<b>67.7</b>	<b>-0.2</b>	
<b>Australia</b>	<b>14,684.1</b>	<b>165.4</b>	<b>1.1</b>	<b>31</b>	<b>48</b>	<b>4.1</b>	<b>0.1</b>	<b>66.7</b>	<b>-0.4</b>	

Sources: ABS, Labour Force, Australia, Detailed, December 2025, table MRM1 - Modelled estimates of labour force status, by SA4, except for the employment profile data (% part-time and % female), which are 6-month averages of original direct survey estimates. Data for the states and territories and Australia are from ABS, Labour Force, Australia, December 2025, seasonally adjusted estimates, except for % part-time which are 6-month averages of original data; Jobs and Skills Australia, Internet Vacancy Index, seasonally adjusted and 3 month averages, 2025.

# Queensland

Queensland is the third largest employing state in Australia. Regional Queensland accounts for a relatively large share of state employment, while around half of employment is located in Brisbane and a further 13% is in the Gold Coast area.

Health Care and Social Assistance is the largest employing industry in Queensland, with around 17% of the state's employment, followed by Construction and Retail Trade.

## Current conditions

The Queensland labour market grew moderately over the year to December 2025. There were 3,003,200 people employed in the state in December 2025, up by 19,300 (or 0.6%) over the year. Full-time employment fell by -0.2%, meaning that part-time employment accounted for all growth over the period.

The unemployment rate in Queensland remained unchanged at 3.9% in December 2025, while the state's participation rate fell by 1.0 percentage points to 66.5%, similar to the 66.7% recorded nationally.

## Top employing industries

Industries	Employ't Dec 2025	Share of state emp't	3 year change to Dec 2025	
	'000	%	'000	%
Health Care and Social Assistance	514.9	17	74.7	17.0
Construction	297.1	10	38.8	15.0
Retail Trade	280.2	9	6.8	2.5
Education and Training	255.1	8	16.1	6.7
Professional, Scientific and Technical Services	237.0	8	20.4	9.4

Young people in the state recorded slight employment growth over the year, up by 5,900 (or 1.2%) to 492,900 in December 2025. The youth unemployment rate in Queensland rose by only 0.1 percentage points over the year, to 9.3% in December 2025, although the participation rate for young people fell over the period by 0.9 percentage points, to 73.4%.

Over the year to December 2025, the number of internet vacancies in Queensland rose moderately by 2.3%. Over the year, vacancies in Queensland continued to increase for Truck Drivers, Electricians, and Welfare, Recreation and Community Arts Workers. More information on these occupations can be found in the Occupation Matrix (page 63).

Regional



49%

Aged 15 to 24



16%

Hold a cert III or higher qualification (aged 25 to 34)



72%

## Employment by region, Queensland

Region	Employment			Employment profile		Unemployment rate		Participation rate	
	Dec 2025	Change over the year	%	Part-time	Female	Dec 2025	Change over the year	Dec 2025	Change over the year
	'000	'000	%	%	%	%	% pts	%	% pts
Greater Brisbane	1,543.0	14.9	1.0	29	48	3.9	0.1	68.4	-1.0
Cairns	146.2	0.4	0.3	31	50	4.1	-0.1	67.7	-0.9
Darling Downs - Maranoa	69.3	-0.5	-0.8	31	47	2.9	0.1	65.3	-1.0
Central Queensland	131.0	0.3	0.2	28	48	3.8	-0.4	69.4	-1.1
Gold Coast	399.9	1.7	0.4	35	49	2.6	-0.2	68.5	-1.3
Mackay - Isaac - Whitsunday	110.5	-0.5	-0.5	31	47	2.3	-0.3	71.5	-1.5
Queensland - Outback	39.4	-0.6	-1.4	24	48	6.1	0.3	65.3	-0.9
Sunshine Coast	226.6	2.1	0.9	35	51	2.9	0.3	62.6	-0.6
Toowoomba	86.3	0.2	0.2	32	51	3.3	-0.1	62.4	-0.8
Townsville	126.8	-0.4	-0.3	30	49	4.5	0.1	66.4	-0.9
Wide Bay	144.5	1.4	1.0	33	50	4.9	-0.1	53.0	-0.5
<b>Queensland</b>	<b>3,003.2</b>	<b>19.3</b>	<b>0.6</b>	<b>31</b>	<b>49</b>	<b>3.9</b>	<b>0.0</b>	<b>66.5</b>	<b>-1.0</b>
<b>Australia</b>	<b>14,684.1</b>	<b>165.4</b>	<b>1.1</b>	<b>31</b>	<b>48</b>	<b>4.1</b>	<b>0.1</b>	<b>66.7</b>	<b>-0.4</b>

Sources: ABS, Labour Force, Australia, Detailed, December 2025, table MRM1 - Modelled estimates of labour force status, by SA4, except for the employment profile data (% part-time and % female), which are 6-month averages of original direct survey estimates. Data for the states and territories and Australia are from ABS, Labour Force, Australia, December 2025, seasonally adjusted estimates, except for % part-time which are 6-month averages of original data; Jobs and Skills Australia, Internet Vacancy Index, seasonally adjusted and 3 month averages, 2025.

# 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, Health Care and Social Assistance is South Australia's largest employing industry, followed by Retail Trade. Construction, Education and Training and Professional, Scientific and Technical Services are also major employing industries in this state.

## Current conditions

The South Australian labour market saw the strongest growth rate of any state over the year. The number of employed people in the state rose by 48,700 (or 5.1%) over the period, to 1,000,200 in December 2025.

The unemployment rate in South Australia fell by 0.4 percentage points over the year, to stand at 3.9% in December 2025. The state's participation rate increased by 2.0 percentage points, to 65.1%, but still below the 66.7% recorded nationally.

## Top employing industries

Industries	Employ't	Share	3 year	
	Dec 2025	of state emp't	change to	Dec 2025
	'000	%	'000	%
Health Care and Social Assistance	189.4	19	32.2	20.5
Retail Trade	89.9	9	-0.8	-0.9
Construction	86.8	9	8.6	10.9
Education and Training	82.1	8	6.9	9.2
Professional, Scientific and Technical Services	70.3	7	3.2	4.8

Reflecting the strong labour market in the state, conditions for young people have also strengthened. Youth employment in South Australia rose by 8,300 (or 5.7%) over the year, to 154,500 in December 2025. The youth unemployment rate decreased by 0.6 percentage points over the period, to 9.0% in December 2025. The participation rate for youth also increased over the period, by 2.6 percentage points, to 73.6% in December 2025.

Over the year to December 2025, the number of job advertisements in South Australia grew by 3.7%. Over the year, vacancies in South Australia continued to increase for Retail Managers, Truck Drivers and Electricians. More information on these occupations can be found in the Occupation Matrix (page 63).

Regional



20%

Aged 15 to 24



15%

Hold a cert III or higher qualification (aged 25 to 34)



73%

## Employment by region, South Australia

Region	Employment			Employment profile		Unemployment rate		Participation rate	
	Dec 2025	Change over the year	%	Part-time	Female	Dec 2025	Change over the year	Dec 2025	Change over the year
	'000	'000	%	%	%	%	% pts	%	% pts
Greater Adelaide	812.3	41.7	5.4	34	48	3.7	-0.4	67.4	2.2
Barossa - Yorke - Mid North	57.3	2.3	4.3	39	47	3.8	-0.4	58.3	1.6
South Australia - Outback	40.5	1.0	2.6	34	45	5.5	-0.3	60.6	1.2
South Australia - South East	99.8	4.1	4.3	38	46	3.2	-0.4	58.9	1.6
<b>South Australia</b>	<b>1,000.2</b>	<b>48.7</b>	<b>5.1</b>	<b>35</b>	<b>48</b>	<b>3.9</b>	<b>-0.4</b>	<b>65.1</b>	<b>2.0</b>
<b>Australia</b>	<b>14,684.1</b>	<b>165.4</b>	<b>1.1</b>	<b>31</b>	<b>48</b>	<b>4.1</b>	<b>0.1</b>	<b>66.7</b>	<b>-0.4</b>

Sources: ABS, Labour Force, Australia, Detailed, December 2025, table MRM1 - Modelled estimates of labour force status, by SA4, except for the employment profile data (% part-time and % female), which are 6-month averages of original direct survey estimates. Data for the states and territories and Australia are from ABS, Labour Force, Australia, December 2025, seasonally adjusted estimates, except for % part-time which are 6-month averages of original data; Jobs and Skills Australia, Internet Vacancy Index, seasonally adjusted and 3 month averages, 2025.

# Western Australia

Western Australia is the fourth largest employing state (accounting for 11% of the national workforce).

The largest employing industry in Western Australia is Health Care and Social Assistance. A large proportion of Western Australian workers are employed in the Mining industry (around one in ten workers). Reflecting this, around 50% of national Mining employment is in this state.

## Current conditions

There were 1,672,500 people employed in Western Australia in December 2025, up by 28,400 (or 1.7%) over the year, but down from the robust growth of 65,100 (or 4.1%) recorded in the previous year.

The unemployment rate in Western Australia increased by 0.6 percentage points over the year, to 3.9% in December 2025. While the state's participation rate also declined, by 0.2 percentage points, to 68.8% in December 2025, it remains well above the 66.7% recorded nationally.

## Top employing industries

Industries	Employ't	Share	3 year	
	Dec 2025	of state emp't	change to	Dec 2025
	'000	%	'000	%
Health Care and Social Assistance	251.5	15	40.2	19.0
Construction	160.7	10	20.1	14.3
Mining	148.1	9	-2.3	-1.5
Retail Trade	142.7	9	10.7	8.1
Education and Training	137.4	8	13.3	10.8

The number of young people employed in Western Australia increased by 9,000 (or 3.8%) over the year, to a record 249,100 in December 2025, although the youth unemployment rate increased by 0.6 percentage points over the period to 9.4%. The participation rate for young people increased over the period, by 1.2 percentage points, to 72.6% in December 2025.

Over the year to December 2025, the number of internet vacancies in Western Australia rose by 3.0%, with plenty of job opportunities available. Over the year, vacancies in Western Australia continued to increase for Metal Fitters and Machinists, Electricians, and Registered Nurses. More information on these occupations can be found in the Occupation Matrix (page 63).

Regional



19%

Aged 15 to 24



15%

Hold a cert III or higher qualification (aged 25 to 34)



72%

## Employment by region, Western Australia

Region	Employment			Employment profile		Unemployment rate		Participation rate	
	Dec 2025	Change over the year	%	Part-time	Female	Dec 2025	Change over the year	Dec 2025	Change over the year
	'000	'000	%	%	%	%	% pts	%	% pts
Greater Perth	1,380.8	27.7	2.0	31	46	3.7	0.6	70.2	-0.2
Bunbury	113.1	1.7	1.5	32	47	2.7	0.2	66.5	-0.2
Western Australia - Outback (North and South)	122.2	0.0	0.0	23	43	4.5	0.6	69.2	-0.3
Western Australia - Wheat Belt	77.0	0.2	0.3	35	46	2.8	0.2	63.7	-0.5
<b>Western Australia</b>	<b>1,672.5</b>	<b>28.4</b>	<b>1.7</b>	<b>30</b>	<b>46</b>	<b>3.9</b>	<b>0.6</b>	<b>68.8</b>	<b>-0.2</b>
<b>Australia</b>	<b>14,684.1</b>	<b>165.4</b>	<b>1.1</b>	<b>31</b>	<b>48</b>	<b>4.1</b>	<b>0.1</b>	<b>66.7</b>	<b>-0.4</b>

Sources: ABS, Labour Force, Australia, Detailed, December 2025, table MRM1 - Modelled estimates of labour force status, by SA4, except for the employment profile data (% part-time and % female), which are 6-month averages of original direct survey estimates. Data for the states and territories and Australia are from ABS, Labour Force, Australia, December 2025, seasonally adjusted estimates, except for % part-time which are 6-month averages of original data; Jobs and Skills Australia, Internet Vacancy Index, seasonally adjusted and 3 month averages, 2025.

# 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 around 17% of the Tasmanian workforce), followed by Retail Trade and Construction.

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

## Current conditions

The Tasmanian labour market was mixed over the year, with the number of employed people in the state growing by 2,200 (or 0.8%) over the period, to 281,400 in December 2025.

The unemployment rate in Tasmania increased by 0.3 percentage points over the year, to 4.5% in December 2025, while the state's participation rate increased by 0.3 percentage points to 60.7%, well below the 66.7% recorded nationally.

The number of young people employed in Tasmania grew strongly by 5.3% over the year to stand at 41,200 in December 2025. The youth unemployment rate in the state decreased by 1.3 percentage points over the year, to 9.3% in December 2025. The participation rate for young people also increased over the period, by 2.6 percentage points, to 71.6% in December 2025.

Over the year to December 2025, the number of job advertisements in Tasmania fell by 6.3%, but there remains plenty of job opportunities available. Over the year, vacancies in Tasmania continued to increase for Sales Assistants, Nursing Support and Personal Care Workers, and Welfare Support Workers. More information on these occupations can be found in the Occupation Matrix (page 63).

## Top employing industries

Industries	Employ't	Share	3 year	
	Dec 2025	of state	change to	Dec 2025
	'000	%	'000	%
Health Care and Social Assistance	48.8	17	3.2	7.0
Retail Trade	27.8	10	0.1	0.3
Construction	25.3	9	1.5	6.5
Education and Training	24.4	9	-0.2	-0.7
Public Administration and Safety	22.6	8	1.4	6.7

Regional



54%

Aged 15 to 24



14%

Hold a cert III or higher qualification (aged 25 to 34)



70%

## Employment by region, Tasmania

Region	Employment			Employment profile		Unemployment rate		Participation rate	
	Dec 2025	Change over the year	%	Part-time	Female	Dec 2025	Change over the year	Dec 2025	Change over the year
	'000	'000	%	%	%	%	% pts	%	% pts
Greater Hobart	131.5	1.3	1.0	37	49	4.4	0.3	64.0	0.4
Launceston and North East	77.0	0.6	0.8	38	48	3.9	0.2	61.0	0.4
Tasmania - South East	20.3	0.2	0.8	34	46	4.0	0.2	55.1	0.0
Tasmania - West and North West	55.6	0.2	0.4	38	48	4.4	0.5	57.7	0.3
<b>Tasmania</b>	<b>281.4</b>	<b>2.2</b>	<b>0.8</b>	<b>37</b>	<b>48</b>	<b>4.5</b>	<b>0.3</b>	<b>60.7</b>	<b>0.3</b>
<b>Australia</b>	<b>14,684.1</b>	<b>165.4</b>	<b>1.1</b>	<b>31</b>	<b>48</b>	<b>4.1</b>	<b>0.1</b>	<b>66.7</b>	<b>-0.4</b>

Sources: ABS, Labour Force, Australia, Detailed, December 2025, table MRM1 - Modelled estimates of labour force status, by SA4, except for the employment profile data (% part-time and % female), which are 6-month averages of original direct survey estimates. Data for the states and territories and Australia are from ABS, Labour Force, Australia, December 2025, seasonally adjusted estimates, except for % part-time which are 6-month averages of original data; Jobs and Skills Australia, Internet Vacancy Index, seasonally adjusted and 3 month averages, 2025.

# Northern Territory

The Northern Territory has the smallest workforce of any state or territory. Just over 60% of Northern Territory employment is in Darwin.

Health Care and Social Assistance is the Northern Territory's largest employing industry, accounting for almost 20% of territory workers, followed by Public Administration and Safety. These 2 industries together account for a third of all workers in the Northern Territory.

## Current conditions

There were 147,100 people employed in the Northern Territory in December 2025, with growth of 3.4% in employment over the year. The unemployment rate in the Northern Territory fell by 0.2 percentage point over the year, to 3.9% in December 2025. The territory's participation rate also rose over the period, by 1.0 percentage points, to 73.5% in December 2025, and remains well above the 66.7% recorded nationally.

### Top employing industries

Industries	Employ't	Share	3 year	
	Dec 2025	of state emp't	change to	Dec 2025
	'000	%	'000	%
Health Care and Social Assistance	27.1	19	3.7	15.7
Public Administration and Safety	22.4	15	0.8	3.9
Education and Training	14.8	10	0.9	6.5
Construction	12.1	8	1.7	16.2
Retail Trade	11.0	8	0.3	2.8

Despite the strengthening of the territory's labour market, conditions for young people remain weak. Youth employment in the Northern Territory showed a slight increase of around 400 (or 1.8%) over the year, to 20,600 in December 2025, with the youth unemployment rate increasing by 0.6 percentage points over the period, to 9.7% in December 2025. The participation rate for young people in the territory increased over the period, by 0.7 percentage points, to 67.5%.

Over the year to December 2025, the number of internet vacancies in the Northern Territory decreased by 8.5% (the second largest decreased of any state or territory). While the number of new advertisements has decreased over the year, there remains plenty of job opportunities available. Over the year, vacancies in the Northern Territory continued to increase for Welfare, Recreation and Community Arts Workers, Construction Managers, and Electricians. More information on these occupations can be found in the Occupation Matrix (page 63).

Regional



38%

Aged 15 to 24



14%

Hold a cert III or higher qualification (aged 25 to 34)



75%

### Employment by region, Northern Territory

Region	Employment			Employment profile		Unemployment rate		Participation rate	
	Dec 2025	Change over the year	%	Part-time	Female	Dec 2025	Change over the year	Dec 2025	Change over the year
	'000	'000	%	%	%	%	% pts	%	% pts
Greater Darwin	92.4	3.2	3.6	22	47	2.9	-0.5	76.3	1.0
Northern Territory - Outback	55.5	1.6	3.0	21	48	5.5	0.2	70.1	1.1
<b>Northern Territory</b>	<b>147.1</b>	<b>4.8</b>	<b>3.4</b>	<b>22</b>	<b>48</b>	<b>3.9</b>	<b>-0.2</b>	<b>73.5</b>	<b>1.0</b>
<b>Australia</b>	<b>14,684.1</b>	<b>165.4</b>	<b>1.1</b>	<b>31</b>	<b>48</b>	<b>4.1</b>	<b>0.1</b>	<b>66.7</b>	<b>-0.4</b>

Sources: ABS, Labour Force, Australia, Detailed, December 2025, table MRM1 - Modelled estimates of labour force status, by SA4, except for the employment profile data (% part-time and % female), which are 6-month averages of original direct survey estimates. Data for the states and territories and Australia are from ABS, Labour Force, Australia, December 2025, seasonally adjusted estimates, except for % part-time which are 6-month averages of original data; Jobs and Skills Australia, Internet Vacancy Index, seasonally adjusted and 3 month averages, 2025.

# Australian Capital Territory

The Australian Capital Territory has the most highly educated workforce in Australia, with around half of workers holding a bachelor degree or higher. Over 25% of the Australian Capital Territory workforce is employed in the Public Administration and Safety industry. The second largest employing industry is Professional, Scientific and Technical Services, followed by Health Care and Social Assistance.

## Current conditions

There were 273,200 people employed in the Australian Capital Territory in December 2025, down slightly (by 600 or 0.2%) over the year.

The unemployment rate in the Australian Capital Territory grew by 0.4 percentage points over the year to 3.5% in December 2025, while the territory's participation rate fell by 1.0 percentage points, to 71.1% in December 2025, still well above the 66.7% recorded nationally.

For young people in the Australian Capital Territory the labour market was also subdued. Employment was similar to the year before to stand at 46,700 in December 2025. The youth unemployment rate in the territory was similar to December 2024 at 8.7% in December 2025, and the participation rate decreased over the period by 1.3 percentage points to 75.2%.

Over the year to December 2025, the number of job advertisements in the Australian Capital Territory fell by 13.2%, the highest across all states and territories. While the number of new advertisements has slowed in recent months, there remains plenty of job opportunities available. Over the year, vacancies in the Australian Capital Territory continued to increase for Civil Engineering Professionals and Advertising and Marketing Professionals. More information on these occupations can be found in the Occupation Matrix (page 63).

## Top employing industries

Industries	Employ't	Share	3 year	
	Dec 2025	of state emp't	change to	Dec 2025
	'000	%	'000	%
Public Administration and Safety	74.4	27	-0.1	-0.1
Professional, Scientific and Technical Services	38.7	14	3.6	10.4
Health Care and Social Assistance	37.6	14	5.3	16.4
Education and Training	26.2	9	3.2	13.9
Construction	17.8	6	0.6	3.7

Regional



0%

Aged 15 to 24



16%

Hold a cert III or higher qualification (aged 25 to 34)



76%







## Employment by region, Australian Capital Territory

Region	Employment			Employment profile		Unemployment rate		Participation rate	
	Dec 2025	Change over the year	%	Part-time	Female	Dec 2025	Change over the year	Dec 2025	Change over the year
	'000	'000	%	%	%	%	% pts	%	% pts
Australian Capital Territory	273.2	-0.6	-0.2	24	50	3.5	0.4	71.1	-1.0
Australia	14,684.1	165.4	1.1	31	48	4.1	0.1	66.7	-0.4

Sources: ABS Labour Force, Australia, December 2025, seasonally adjusted estimates, except for % part-time which are 6-month averages of original data; Jobs and Skills Australia, Internet Vacancy Index, seasonally adjusted and 3 month averages, 2025.

# 5

# Jobs by industry

	Median age of workers	Female share of workers	Part-time share of workers	Share of Australian employment
 <p>Health Care and Social Assistance</p>	40	76%	43%	16%
 <p>Professional, Scientific and Technical Services</p>	40	44%	20%	9%
 <p>Construction</p>	37	13%	14%	9%
 <p>Retail Trade</p>	33	55%	50%	9%
 <p>Education and Training</p>	42	70%	39%	9%
 <p>Public Administration and Safety</p>	43	50%	15%	7%

# Industry overview

## What is an industry

Industries are formed by grouping together businesses and other organisations that are mainly engaged in undertaking similar activities. Within each industry, workers are employed across a wide range of occupations of varying skill levels. For example, the Construction industry includes people employed as Carpenters and Joiners, Construction Managers, Accountants, Electricians, and Building and Plumbing Labourers.

There are 19 broad industries (divisions) in the Australian and New Zealand Standard Industrial Classification (ANZSIC) and these industries are discussed in more detail in this section of Australian Jobs (pages 44 to 53).

## Which are the largest employing industries in Australia?

There are 5 industries that each provide jobs for more than one million workers. More than 50% of Australian workers are employed in one of these 5 industries.

1. Health Care and Social Assistance (2,391,600)
2. Professional, Scientific and Technical Services (1,376,100)
3. Construction (1,360,000)
4. Retail Trade (1,343,700)
5. Education and Training (1,305,800)

## Employment by industry

Industry	Employment			Employment profile			Workforce educational profile			Projected employment	
	Employ't Nov 2025	1 year change to Nov 2025	%	Part-time	Female	Aged 15 to 24 years	Bachelor degree or higher	Cert III or higher VET qual	No post-school qual	5 year change to May 2030	%
	'000	'000	%	%	%	%	%	%	%	%	%
Health Care and Social Assistance	2,391.6	103.8	4.5	43	76	11	55	27	18		12.3
Professional, Scientific and Technical Services	1,376.1	64.2	4.9	20	44	8	68	17	15		10.1
Construction	1,360.0	11.9	0.9	14	13	17	16	49	36		6.9
Retail Trade	1,343.7	8.4	0.6	50	55	33	24	20	56		2.5
Education and Training	1,305.8	49.7	4.0	39	70	10	67	19	14		5.7
Public Administration and Safety	991.4	19.9	2.0	15	50	7	52	28	21		7.4
Accommodation and Food Services	981.1	26.7	2.8	61	52	47	18	20	62		3.5
Manufacturing	869.1	-15.5	-1.7	17	30	12	26	34	39		4.9
Transport, Postal and Warehousing	739.4	0.8	0.1	23	22	9	25	30	45		3.5
Other Services	569.5	27.6	5.1	33	44	18	18	49	33		2.9
Financial and Insurance Services	548.4	3.1	0.6	14	52	5	62	17	20		6.4
Administrative and Support Services	432.1	1.5	0.4	40	52	11	32	29	39		3.6
Wholesale Trade	338.3	-17.0	-4.8	17	32	11	32	27	40		6.1
Mining	297.5	-6.7	-2.2	5	20	7	26	47	27		5.6
Agriculture, Forestry and Fishing	285.5	-13.5	-4.5	28	32	10	20	32	48		-0.5
Arts and Recreation Services	266.7	3.4	1.3	48	48	28	35	26	39		5.2
Rental, Hiring and Real Estate Services	235.2	2.7	1.2	24	48	12	38	34	28		7.1
Electricity, Gas, Water and Waste Services	217.2	18.9	9.5	10	28	8	34	44	21		6.0
Information Media and Telecommunications	184.2	-1.7	-0.9	22	41	12	54	22	23		4.6
<b>All Industries</b>	<b>14,700.4</b>	<b>218.0</b>	<b>1.5</b>	<b>31</b>	<b>48</b>	<b>15</b>	<b>41</b>	<b>28</b>	<b>31</b>		<b>6.5</b>

Note: No post-school qual includes those who have a certificate level I or II qualification.

Sources: ABS, Labour Force, Australia, November 2025; ABS, Labour Force, Australia, Detailed, November 2025; ABS, Education and Work, Australia, 2025; Employment Projections produced by Victoria University for Jobs and Skills Australia (May 2025 to May 2035).

## Which industries employ young people?

Young workers (aged 15 to 24 years) are employed across all industries, although some offer more opportunities for young people than others. Industries with large numbers of young workers include:

- Accommodation and Food Services (around 450,000 young workers)
- Retail Trade (440,000)
- Health Care and Social Assistance (250,000)
- Construction (220,000)
- Education and Training (130,000).

## Australia's changing industry structure

Australia's industry structure has changed in recent decades, moving from an economy and jobs market that was more dependent on manufactured goods and agricultural produce, to today's economy where service-based industries are increasingly important for employment.

### Australia's largest employing industry

Three decades ago, Manufacturing was the largest employing industry in Australia, accounting for 13% of total employment. Employment in this industry, however, has fallen over the past 30 years while most other industries have seen employment rise. Today, Manufacturing is the 8th largest employing industry and accounts for 6% of total employment.

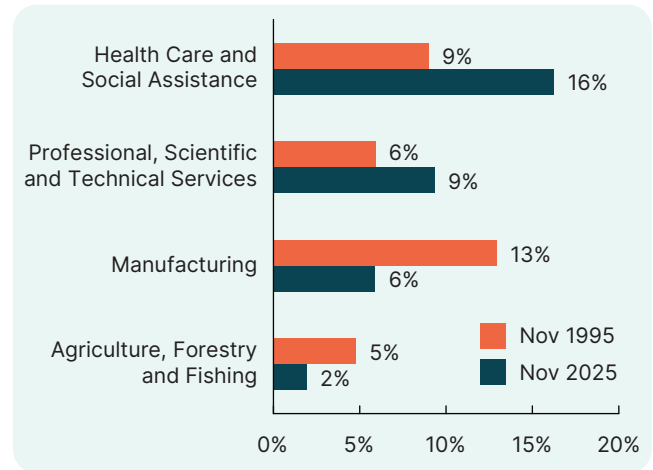
The decline in Manufacturing employment has been caused by many factors, including increased competition from overseas manufacturers who often have lower production costs.

People are also less likely to be employed in Agriculture, Forestry and Fishing than they were 30 years ago. In 1995, around 5% of the Australia's workforce was employed in this industry, compared with 2% in 2025. This has been due to a combination of factors, including technology and automation. Nonetheless, this important industry continues to provide employment for more than 280,000 workers, particularly in regional areas.

### Australia's largest employing industry 1995 -> 2025

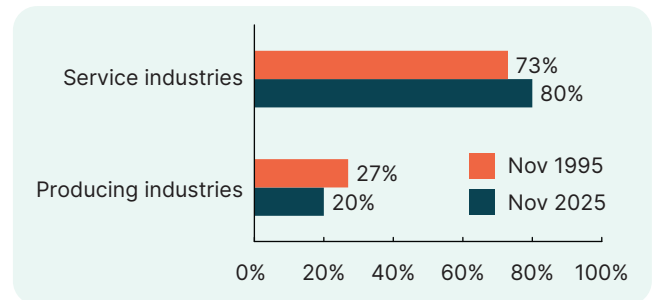


### Share of national employment, selected industries, 1995 and 2025 (%)



Employment in service-based industries has expanded rapidly in recent decades, offsetting falls in other industries. Today, 4 in every 5 Australian workers are employed in a service industry. Service industries can be considered to include all industries besides Manufacturing; Construction; Agriculture, Forestry and Fishing; and Mining, even though within these industries there are service components.

### Share of national employment, service and producing industries, 1995 and 2025 (%)



Much of the growth in service-based industry employment has been driven by Health Care and Social Assistance, with the demand for services provided by this industry growing strongly. The share of workers in this industry alone has increased from 9% 30 years ago to 16% now.

Professional, Scientific and Technical Services has also recorded strong employment growth and has increased its share of employment over the past 30 years from around 6% to 9%.

Source: ABS, Labour Force, Australia, Detailed, November 2025

# Health Care and Social Assistance

## Top employing occupations

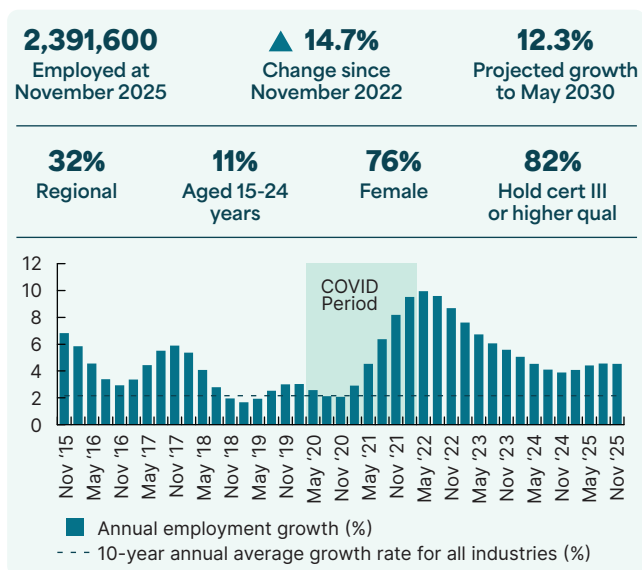
1. Registered Nurse
2. Aged and Disabled Carers
3. Child Carers
4. Nursing Support and Personal Care Workers
5. Receptionists

Health Care and Social Assistance is Australia’s largest employing industry, accounting for around 16% of national employment. It delivers medical and care services, and includes the work of aged and disabled carers, early childhood educators, doctors, nurses, allied health professionals, and more. Working in this industry can include community or home-based work and can be in a variety of locations, including childcare centres, aged care facilities, hospitals, medical centres and laboratories.

Health Care and Social Assistance employment grew strongly over the past year, up by 4.5%. This is consistent with a long-term trend of strong growth, with employment in this industry rising by 58% over the past 10 years. Strong employment growth in this industry is expected to continue, with employment projected to rise by 12.3% over the 5 years to May 2030.

The number of job vacancies in this industry fell over the past year but remain historically high, at around double the level recorded in February 2020 (prior to the COVID-19 pandemic), with this industry making up over 17% of total job vacancies.

There are currently skill shortages for some large-employing occupations in this industry, including Registered Nurses, Aged and Disabled Carers, Child Carers, and General Practitioners and Resident Medical Officers.



Note: Caution is recommended when using employment estimates from May 2020 to February 2022 inclusive.

# Education and Training

## Top employing occupations

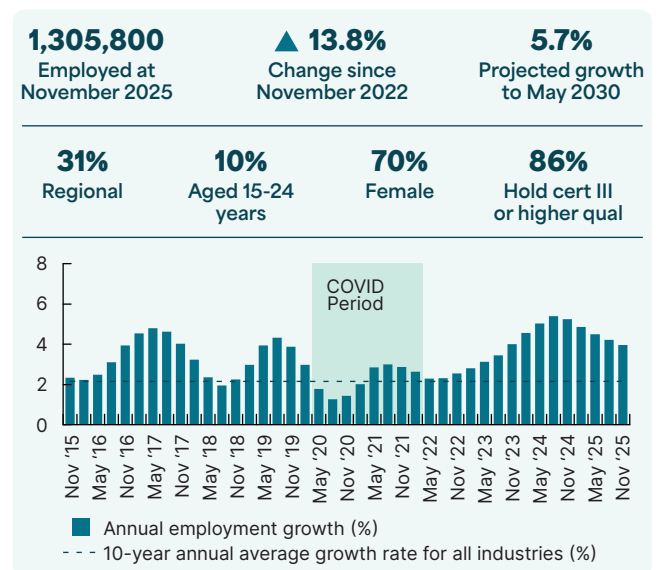
1. Primary School Teachers
2. Secondary School Teachers
3. Education Aides
4. University Lecturers and Tutors
5. Child Carers

The Education and Training industry provides teaching and training at all levels, from pre-school to secondary school, higher education, vocational education and training, adult and community education and private tutoring. Most people in this industry work as teachers, lecturers, trainers or instructors. A small number provide education support services, such as education aides, careers counsellors and laboratory technicians.

Education and Training accounts for around 9% of national employment. Employment in this industry grew strongly over the past year, up by 4.0%. This is consistent with a long-term trend, with Education and Training employment rising by almost 40% over the past 10 years.

Job vacancy numbers in this industry fell slightly over the past year but remain at 66% above levels recorded in February 2020 (prior to the COVID-19 pandemic).

There are currently skill shortages for some large-employing occupations in this industry, including Early Childhood (Pre-primary School) Teachers, Primary School Teachers, Secondary School Teachers and Vocational Education Teachers.



Note: Caution is recommended when using employment estimates from May 2020 to February 2022 inclusive.

Sources: ABS, Labour Force, Australia, Detailed, November 2025; ABS, Education and Work, Australia, 2025; ABS, Job Vacancies, Australia, November 2025; Employment Projections produced by Victoria University for Jobs and Skills Australia, 2025 (May 2025 to May 2035); Jobs and Skills Australia, Occupation Shortage List, 2025

# Construction

## Top employing occupations

1. Electricians
2. Carpenters and Joiners
3. Construction Managers
4. Plumbers
5. Building and Plumbing Labourers

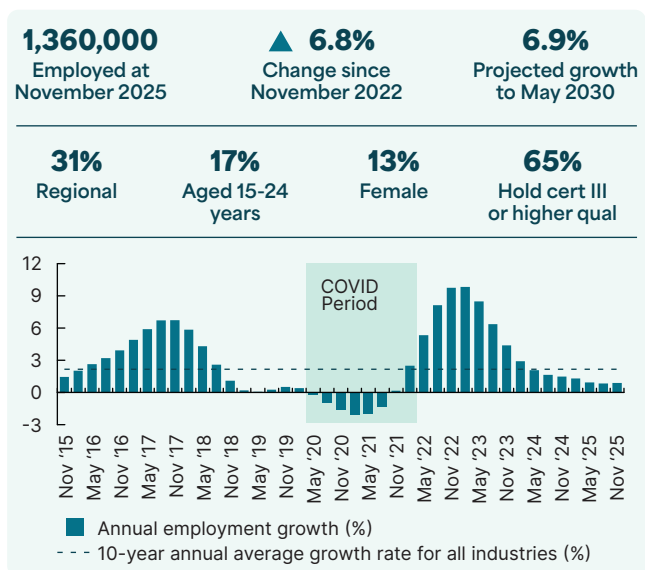
The Construction industry is one of Australia’s largest industries, representing 9% of national employment. It covers planning and building everything from homes to hospitals and office blocks, to roads and bridges and infrastructure for renewable energy. Sometimes it involves demolition and earthworks. Most of the people in this industry work on building or transport infrastructure sites.

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

Construction employment grew by only 0.9% over the past 12 months. However, over the past 10 years, Construction has been one of Australia’s fastest growing industries, rising by more than 30% over this period.

Job vacancy numbers in this industry fell by 22% over the past year but remain 23% above levels recorded in February 2020 (pre COVID-19 pandemic).

There are currently skill shortages for some large-employing occupations in this industry, including Carpenters and Joiners, Electricians, Construction Managers, Plumbers and Painters.



Note: Caution is recommended when using employment estimates from May 2020 to February 2022 inclusive.

# Manufacturing

## Top employing occupations

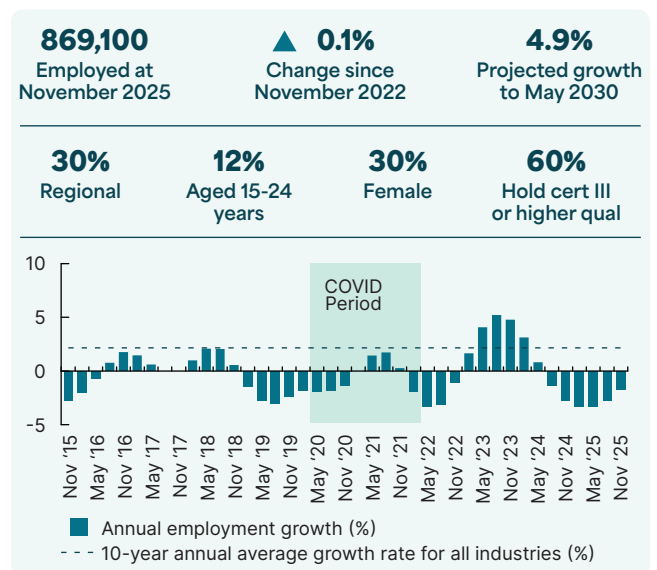
1. Structural Steel and Welding Trades Workers
2. Production Managers
3. Packers
4. Metal Fitters and Machinists
5. Cabinetmakers

The Manufacturing industry employs a large number of people and covers manufacturing processes for products such as food and beverages, clean energy, clothing and footwear, medicine, mineral and metals, machinery and equipment. The industry is moving towards a digital future creating new career opportunities in specialised processes, working with the latest technologies and manufacturing techniques. For more information, see page 27.

Manufacturing employment fell by 1.7% over the past year, after a slightly higher fall over the previous year. Employment in this industry has declined over much of the past 10 years, falling by 2.2% over the decade, but continues to make up around 6% of national employment.

Job vacancy numbers in this industry increased by 14% over the past year and are now 71% above the level recorded in February 2020 (pre COVID-19 pandemic).

Large-employing occupations in this industry that currently have a skills shortage include Structural Steel and Welding Trades Workers, Metal Fitters and Machinists and Cabinetmakers.



Note: Caution is recommended when using employment estimates from May 2020 to February 2022 inclusive.

Sources: ABS, Labour Force, Australia, Detailed, November 2025; ABS, Education and Work, Australia, 2025; ABS, Job Vacancies, Australia, November 2025; Employment Projections produced by Victoria University for Jobs and Skills Australia, 2025 (May 2025 to May 2035); Jobs and Skills Australia, Occupation Shortage List, 2025

# Professional, Scientific and Technical Services

## Top employing occupations

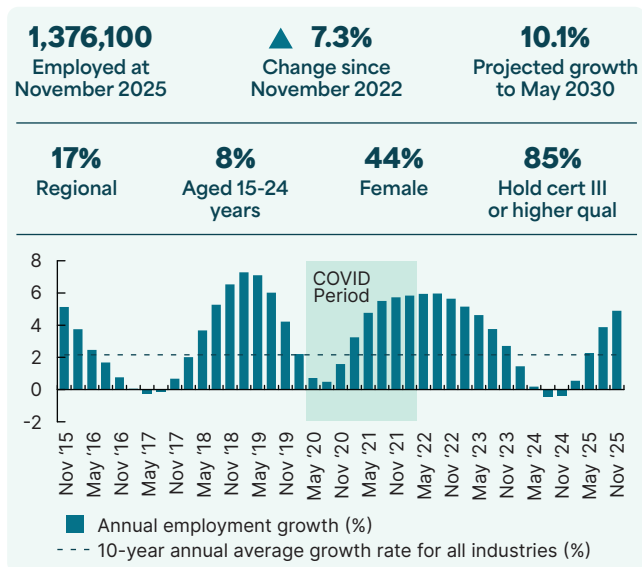
1. Software and Applications Programmers
2. Accountants
3. Solicitors
4. Management and Organisation Analysts
5. Advertising and Marketing Professionals

The major services provided by this industry are specialist professional, scientific and technical expertise that adds value to other businesses and individuals outside this sector. Jobs in this industry are related to scientific research, architecture, engineering, computer systems design, law, accountancy, advertising, market research, management and other consultancy, veterinary science and professional photography.

Professional, Scientific and Technical Services is a large employing industry in Australia, accounting for around 9% of national employment. Employment in this industry increased over the past year (up by 4.9%), following a long-term trend of strong employment growth with Professional, Scientific and Technical Services employment rising by 37% over the past decade.

Job vacancy numbers in this industry fell by 9% over the past year but remain at 36% above the level recorded in February 2020 (pre COVID-19 pandemic).

Large-employing occupations in this industry that currently have a skills shortage include Software and Applications Programmers, Solicitors, and Civil Engineering Professionals.



Note: Caution is recommended when using employment estimates from May 2020 to February 2022 inclusive.

# Financial and Insurance Services

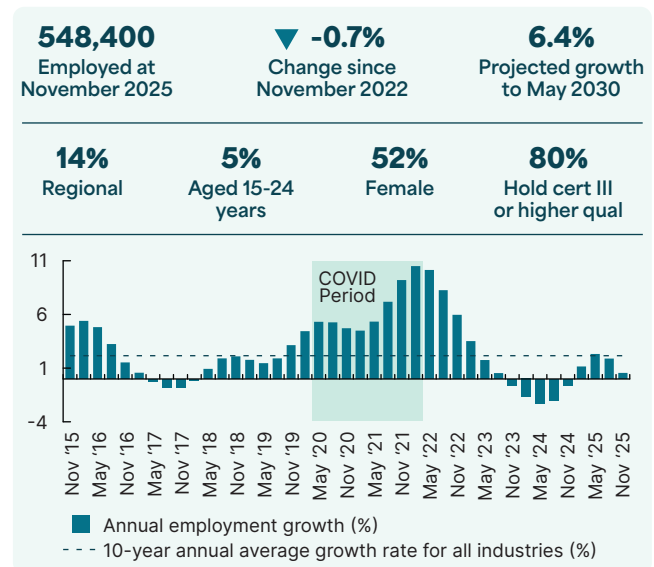
## Top employing occupations

1. Financial Investments Advisers and Managers
2. Bank Workers
3. Financial Brokers
4. Credit and Loans Officers
5. Insurance, Money Markey and Statistical Clerks

Working in the Financial and Insurance Services industry often means being responsible for the management of money, with jobs including those that create, facilitate and manage financial assets and transactions, and the management of risks and liabilities. Jobs can be in the public sector or private companies.

In the public sector (government), occupations cover areas like financial policy and regulation, managing government funds and economy, and monitoring large financial movements and companies. In the private sector, services can range from lending finances and operating money transfer systems, dealing stocks, foreign currency exchanges, providing financial advice planning to companies and people, and managing risk and assets. Jobs can be in banks, credit unions, superannuation and insurance providers, investment management and stockbroking.

Financial and Insurance Services employment grew slightly by 0.6% over the past year. However, this industry has seen a longer-term trend of strong growth, with employment in this industry rising by 28% over the past 10 years. Job vacancy numbers in this industry have remained stable over the year, but are 2% lower than in February 2020 (pre COVID-19 pandemic).



Note: Caution is recommended when using employment estimates from May 2020 to February 2022 inclusive.

Sources: ABS, Labour Force, Australia, Detailed, November 2025; ABS, Education and Work, Australia, 2025; ABS, Job Vacancies, Australia, November 2025; Employment Projections produced by Victoria University for Jobs and Skills Australia, 2025 (May 2025 to May 2035); Jobs and Skills Australia, Occupation Shortage List, 2025

## Retail Trade

### Top employing occupations

1. Sales Assistants (General)
2. Retail Managers
3. Checkout Operators and Office Cashiers
4. Shelf Fillers
5. Storepersons

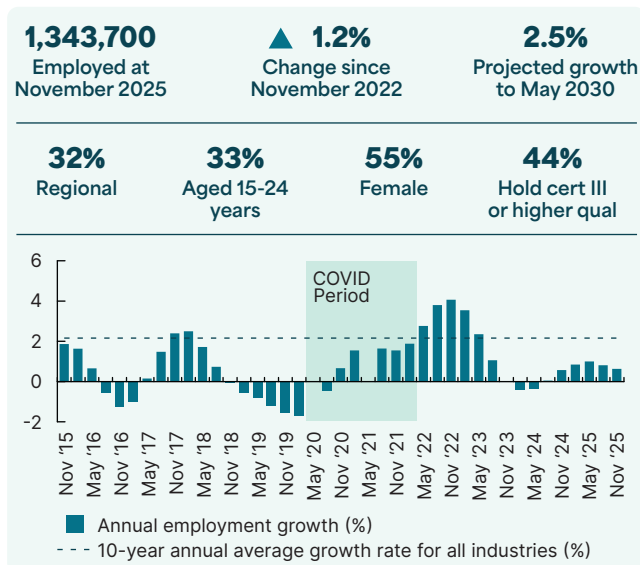
Retail Trade is one of Australia's largest employing industries with more than 1.3 million workers (around 9% of national employment). This industry covers the display and sale of new or used goods to consumers, for personal or household use, including online sales. It also includes purchase and on-selling, commission-based buying, and commission-based selling of goods (without significant transformation).

Jobs are in any retail setting that offers goods for public sale, including department stores, non-store retailing and retail commission-based buying and/or selling. Jobs involve selling food, fuel, motor vehicles and their parts, pharmaceuticals, hardware, building and garden supplies, clothing, footwear and personal accessories, recreational goods, furniture, floor coverings, houseware and textile goods, and electrical and electronic goods.

Retail Trade employs more young people than most other industries (33% are aged 15 to 24) because entry level roles within the industry generally do not require prior experience or qualifications and flexible work conditions are common.

Retail Trade employment grew by 0.6% over the past year, and by 7.1% over the past decade.

Job vacancy numbers in this industry fell by 10% over the past year but remain 27% above the level recorded in February 2020 (pre COVID-19 pandemic).



Note: Caution is recommended when using employment estimates from May 2020 to February 2022 inclusive. Data has been suppressed for some quarters during this period.

## Wholesale Trade

### Top employing occupations

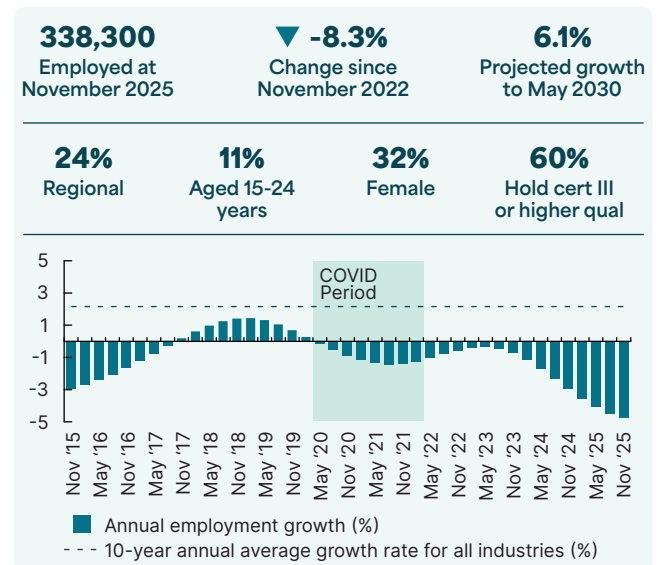
1. Storepersons
2. Advertising, Public Relations and Sales Managers
3. Sales Representatives
4. Purchasing and Supply Logistics Clerks
5. Technical Sales Representatives

Businesses in the Wholesale Trade industry sell and distribute goods to other businesses (in both the private sector and the public sector). They sell (or arrange the purchase or sale of) goods for resale as well as raw and intermediate materials and supplies that are used in production.

Wholesaling involves high value and/or bulk volume transactions, and customers are generally reached through trade-specific contacts. Therefore, wholesalers do not usually have a shop front to sell their items; they are the middle step between producers and retailers. Premises usually include warehouses or large storage facilities, or offices with little or no display of goods.

Wholesale Trade employment fell sharply by 4.8% over the past 12 months. Employment in this industry has declined over much of the past decade, with employment around 10% below the level recorded 10 years ago.

Job vacancy numbers in this industry fell by 6% over the past year but remain 8% above levels recorded in February 2020 (pre COVID-19 pandemic).



Note: Caution is recommended when using employment estimates from May 2020 to February 2022 inclusive.

Sources: ABS, Labour Force, Australia, Detailed, November 2025; ABS, Education and Work, Australia, 2025; ABS, Job Vacancies, Australia, November 2025; Employment Projections produced by Victoria University for Jobs and Skills Australia, 2025 (May 2025 to May 2035)

# Mining

## Top employing occupations

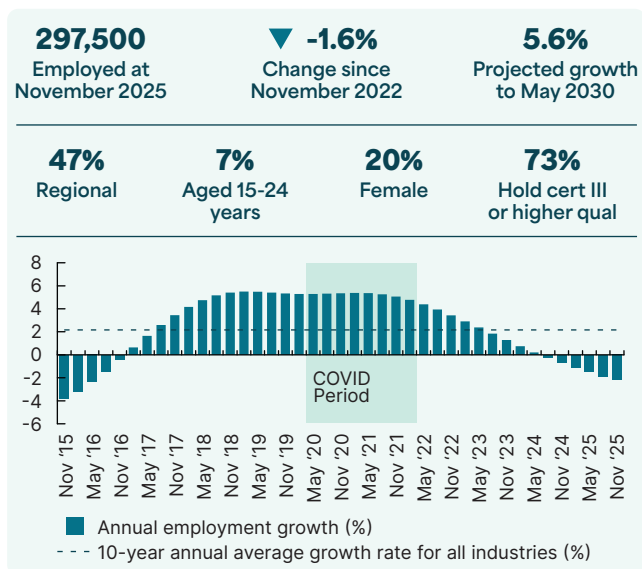
1. Drillers, Miners and Shot Firers
2. Metal Fitters and Machinists
3. Other Building and Engineering Technicians
4. Truck Drivers
5. Electricians

The Mining industry extracts naturally occurring mineral solids such as coal and ores, liquid minerals such as crude petroleum, and gases such as natural gas. Mining activities include underground or open cut mining, dredging, quarrying, well operations or evaporation pans, recovery from ore dumps or tailings as well as beneficiation (or improvement) activities (preparing, including crushing, screening, washing and flotation). Other preparation work is customarily performed at the mine site and as a part of mining activity.

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. Mining employment fell by 2.2% over the past year. Relatively strong employment growth has been recorded in this industry since 2017, although this growth has slowed over the last few years.

Job vacancy numbers in this industry grew by almost 3% over the past year and are around 55% above the level recorded in February 2020 (pre COVID-19 pandemic).

Large-employing occupations in this industry that currently have a skills shortage include Metal Fitters and Machinists, Truck Drivers, Electricians and Mining Engineers.



Note: Caution is recommended when using employment estimates from May 2020 to February 2022 inclusive.

# Agriculture, Forestry and Fishing

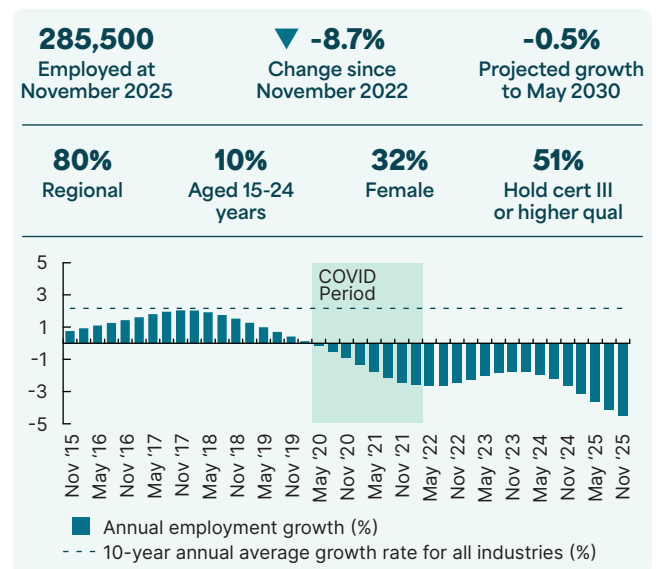
## Top employing occupations

1. Livestock Farmers
2. Crop Farmers
3. Mixed Crop and Livestock Farmers
4. Livestock Farm Workers
5. Crop Farm Workers

The Agriculture, Forestry and Fishing industry uses natural resources (land and water) to produce food, raw material and goods for sale in Australia and overseas. Work in this industry is diverse. Agriculture can involve the production of crops and farming of animals. Forestry can include growing, maintaining and harvesting forests. Fishing activities include breeding and farming of seafood.

Sustainable management of natural resources is a key responsibility of the industry and technology is changing crop production, farming of animals, and the management of our forests and fisheries.

Agriculture, Forestry and Fishing employment has declined steadily over the past 3 years (down by 8.7%), with employment in this industry currently at a similar level recorded a decade ago.



Note: Caution is recommended when using employment estimates from May 2020 to February 2022 inclusive.

Sources: ABS, Labour Force, Australia, Detailed, November 2025; ABS, Education and Work, Australia, 2025; ABS, Job Vacancies, Australia, November 2025; Employment Projections produced by Victoria University for Jobs and Skills Australia, 2025 (May 2025 to May 2035); Jobs and Skills Australia, Occupation Shortage List, 2025

# Accommodation and Food Services

## Top employing occupations

1. Waiters
2. Chefs
3. Bar Attendants and Baristas
4. Kitchenhands
5. Sales Assistants (General)

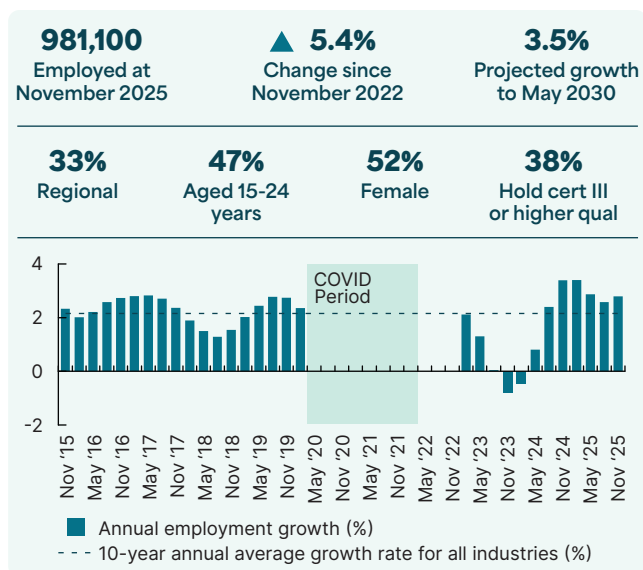
The Accommodation and Food Services industry provides hospitality services, with most jobs in hotels, motels, cafes, restaurants, take-away shops, bars and pubs. Other businesses providing hospitality services include catering, short-stay accommodation such as bed and breakfast and serviced apartments, caravan parks, holiday houses, ski lodges, student and youth hostels.

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. Almost half of workers in this industry are young (aged 15 to 24 years), the largest share of any industry.

Accommodation and Food Services was one of the industries most impacted by the COVID-19 pandemic, but employment has since rebounded strongly. Employment in this industry grew by 2.8% over the past year, slightly lower than the year prior 3.4%.

Job vacancy numbers in this industry grew by around 7% over the past year and are more than double the level recorded in February 2020 (pre COVID-19 pandemic).

Large-employing occupations in this industry that currently have a skills shortage include Chefs and Cooks.



Note: Caution is recommended when using employment estimates from May 2020 to February 2022 inclusive. Data has been suppressed for some quarters during this period.

# Arts and Recreation Services

## Top employing occupations

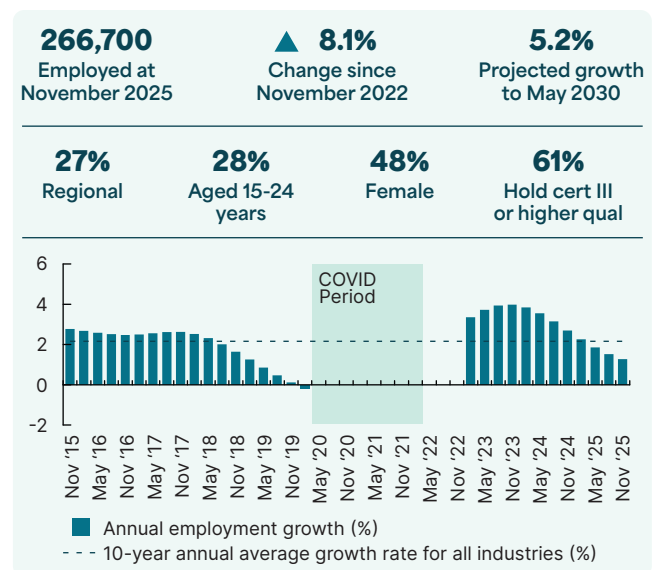
1. Sports Coaches, Instructions and Officials
2. Fitness Instructors
3. Amusement, Fitness and Sports Centre Managers
4. Sportspersons
5. Receptionists

The Arts and Recreation Services industry supports, fosters and showcases our creative, sporting and cultural resources. Arts industry jobs range from cultural, creative and performing arts, and include work in theatre and TV, music and visual arts, museums and libraries. Recreational jobs cover sports and fitness and the support and management of community spaces and activities.

Jobs in this industry can be located within museums, art galleries, zoos, parks, botanical gardens, sports centres, theatres, studios, libraries, and various entertainment venues.

This is a relatively small employing industry, accounting for around 2% of Australian jobs. Along with Accommodation and Food Services, this was one of the industries most impacted by the COVID-19 pandemic, but employment has since rebounded. Employment in this industry grew by 1.3% over the past year.

Job vacancy numbers in this industry fell by around 15% over the past year but are 69% above the level recorded in February 2020 (pre COVID-19 pandemic).



Note: Caution is recommended when using employment estimates from May 2020 to February 2022 inclusive. Data has been suppressed for some quarters during this period.

Sources: ABS, Labour Force, Australia, Detailed, November 2025; ABS, Education and Work, Australia, 2025; ABS, Job Vacancies, Australia, November 2025; Employment Projections produced by Victoria University for Jobs and Skills Australia, 2025 (May 2025 to May 2035); Jobs and Skills Australia, Occupation Shortage List, 2025

# Transport, Postal and Warehousing

## Top employing occupations

1. Truck Drivers
2. Storepersons
3. Automobile Drivers
4. Delivery Drivers
5. Couriers and Postal Deliverers

The Transport, Postal and Warehousing industry includes businesses engaged in providing transportation of passengers and freight by road, rail, water or air. This industry also includes other transportation activities such as postal services, scenic and sightseeing transport, warehousing and storage.

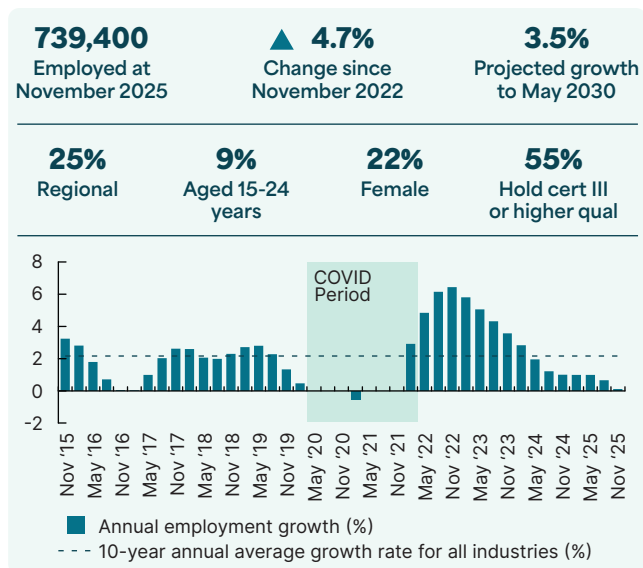
Businesses that facilitate the movement of freight, such as import/export agents, freight forwarders, and shipping agents, are also part of this industry.

Most jobs are in air, road and rail transport, scenic and sightseeing transport, postal and courier pick-up and delivery services, transport support services, warehousing and storage services and water transport.

Transport, Postal and Warehousing employment has grown strongly in the years following the COVID-19 pandemic. However, over the past year, employment growth in this industry has slowed to 0.1%.

Job vacancy numbers in this industry grew by 5% over the past year and are 52% above the level recorded in February 2020 (pre COVID-19 pandemic).

Large-employing occupations in this industry that currently have a skills shortage include Truck Drivers and Train and Tram Drivers.



Note: Caution is recommended when using employment estimates from May 2020 to February 2022 inclusive. Data has been suppressed for some quarters during this period.

# Electricity, Gas, Water and Waste Services

## Top employing occupations

1. Truck Drivers
2. Electricians
3. Electrical Distribution Trades Workers
4. Contract, Program and Project Administrators
5. Electrical Engineers

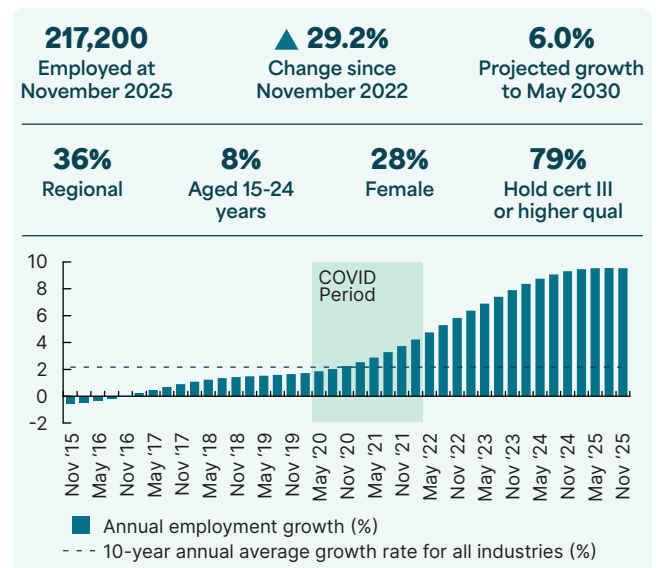
The Electricity, Gas, Water and Waste Services industry is evolving with the growth in renewable sources of energy. The industry includes the generation, transmission and distribution of electricity, the supply of gas and water, sewerage systems and treatment and waste disposal services.

Jobs can be located at power or gas extraction plants and also hydro-electric, solar or wind generation facilities.

Electricity, Gas, Water and Waste Services is a relatively small employing industry, accounting for around 1.5% of Australian jobs. Employment in this industry has grown strongly in recent years, rising by 9.5% over the past year (the strongest growth of any industry over this period). This is a continuation of strong employment growth over the past 3 years, rising by 29% over this period.

Job vacancy numbers in this industry fell by 21% over the past year but remain 74% above the level recorded in February 2020 (pre COVID-19 pandemic).

Large-employing occupations in this industry that currently have a skills shortage include Electricians, Electrical Engineers, Electrical Distribution Trades Workers and Truck Drivers.



Note: Caution is recommended when using employment estimates from May 2020 to February 2022 inclusive.

Sources: ABS, Labour Force, Australia, Detailed, November 2025; ABS, Education and Work, Australia, 2025; ABS, Job Vacancies, Australia, November 2025; Employment Projections produced by Victoria University for Jobs and Skills Australia, 2025 (May 2025 to May 2035); Jobs and Skills Australia, Occupation Shortage List, 2025

# Administrative and Support Services

## Top employing occupations

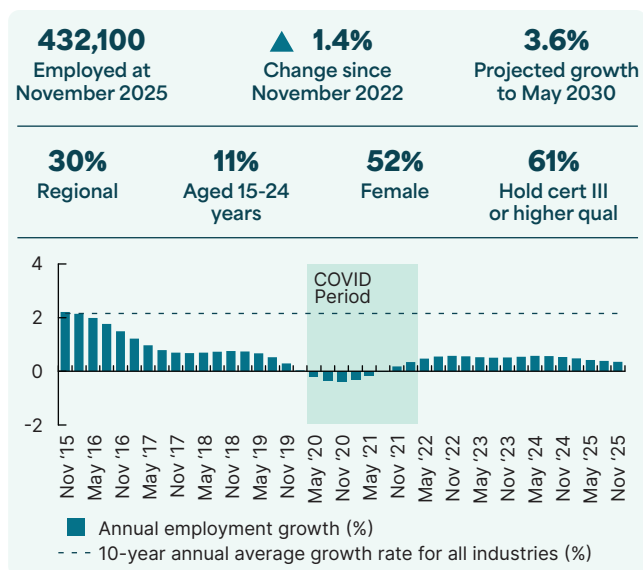
1. Commercial Cleaners
2. Gardeners
3. Domestic Cleaners
4. Human Resource Professionals
5. Tourism and Travel Advisers

The Administrative and Support Services industry provides important services to support the operation of businesses, government bodies and other organisations.

Roles in this small but essential industry can include office administration, call centres, debt collection, hiring personnel, taking sales orders, providing credit reporting, arranging travel, cleaning services, pest control and gardening businesses.

Employment growth in this industry has been relatively subdued in recent years. Administrative and Support Services employment rose by just 1.4% over the past 3 years, and over the past year, employment in this industry rose by only 0.4%.

Job vacancy numbers in this industry fell slightly over the past year and were 17% lower than in February 2020 (pre COVID-19 pandemic), reflecting subdued employment growth in recent years.



Note: Caution is recommended when using employment estimates from May 2020 to February 2022 inclusive.

# Public Administration and Safety

## Top employing occupations

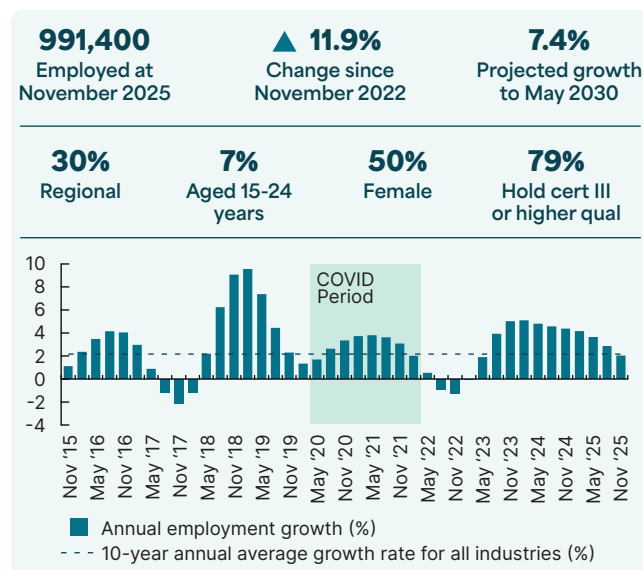
1. General Clerks
2. Police
3. Contract, Program and Project Administrators
4. Security Officers and Guards
5. Intelligence and Policy Analysts

The Public Administration and Safety industry provides services that support physical, social and economic interactions; general public safety and security services; and the enforcing of regulations.

Most jobs are in federal, state and local government administration, the defence force and services like the police force that supports public order.

Public Administration and Safety employment grew by 2.0% over the past year. Employment in this industry grew strongly early in the COVID-19 pandemic, particularly compared with most other industries, as part of key Government program responses to support citizens, before declining for most of 2022.

Job vacancy numbers in this industry grew by 5.5% over the past year and are more than 69% above the level recorded in February 2020 (pre COVID-19 pandemic).



Note: Caution is recommended when using employment estimates from May 2020 to February 2022 inclusive.

Sources: ABS, Labour Force, Australia, Detailed, November 2025, ABS, Education and Work, Australia, 2025; ABS, Job Vacancies, Australia, November 2025; Employment Projections produced by Victoria University for Jobs and Skills Australia, 2025 (May 2025 to May 2035)

# Information Media and Telecommunications

## Top employing occupations

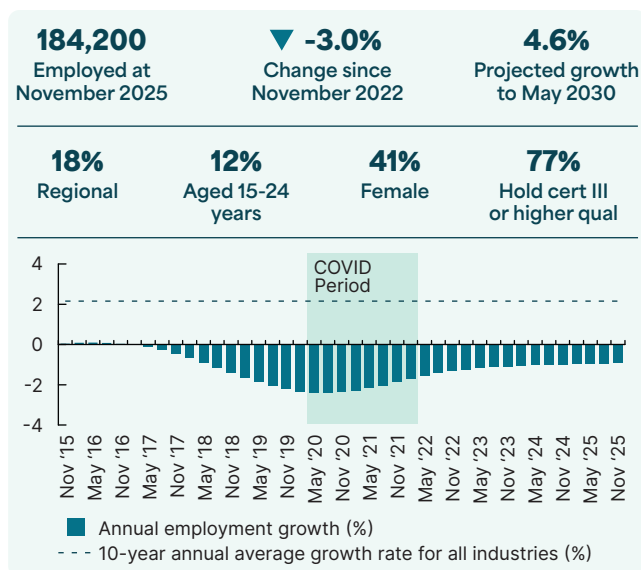
1. Telecommunications Trades Workers
2. Film, Television, Radio and Stage Directors
3. Journalists and Other Writers
4. Artistic Directors, and Media Producers and Presenters
5. Performing Arts Technicians

The Information Media and Telecommunications industry is responsible for a wide range of activities. In media, the industry is responsible for online media and publishing, television and film production and distribution, sound and music recording, print publications such as newspapers and books and the management and storage of information. In telecommunications, the industry is responsible for the design, construction, installation and servicing of telecommunications equipment, systems and facilities.

Jobs in this industry are located in television and radio studios, news companies, libraries, film studios, graphic design companies, advertising companies, publisher houses and telecommunication companies.

Information Media and Telecommunications is a relatively small employing industry, representing around 1% of national employment. Employment in this industry has fallen for much of the past 10 years, with employment declining by around 12% over the decade. Over the past year, employment in this industry fell by 0.9%.

Job vacancy numbers in this industry have grown moderately at 2.8% over the past year, and are 24% higher than in February 2020 (pre COVID-19 pandemic).



Note: Caution is recommended when using employment estimates from May 2020 to February 2022 inclusive.

# Rental, Hiring and Real Estate Services

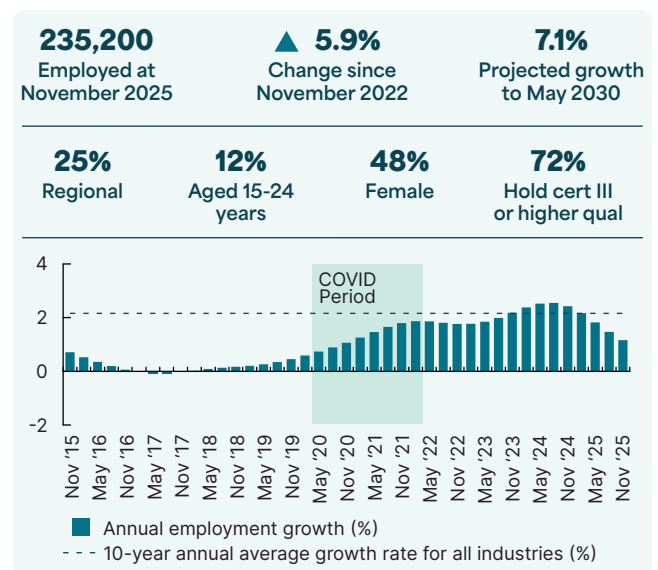
## Top employing occupations

1. Real Estate Sales Agents
2. Other Hospitality, Retail and Service Managers
3. Land Economists and Valuers
4. General Clerks
5. Advertising, Public Relations and Sales Managers

The Rental, Hiring and Real Estate Services industry includes businesses engaged in selling, buying and managing assets. Real Estate Services include the selling or renting of property, the management of rental properties, and property valuations. Rental and Hiring includes car hiring, farm animal and bloodstock leasing, and leasing of other goods like fashion or heavy machinery. It also includes the hire and lease of assets such as brand names, patents, trademarks and franchise agreements, plus the rental, valuation, selling and management of domestic, commercial and industrial real estate.

This is a relatively small employing industry, accounting for around 2% of national employment. Rental, Hiring and Real Estate Services employment has grown strongly in recent years, with a 5.9% increase over the past three years. Over the past year, growth has slowed with employment increasing by just 1.2%.

Job vacancy numbers in this industry fell by 3% over the past year, but has grown by 62% since February 2020 (pre COVID-19 pandemic).



Note: Caution is recommended when using employment estimates from May 2020 to February 2022 inclusive.

Sources: ABS, Labour Force, Australia, Detailed, November 2025; ABS, Education and Work, Australia, 2025; ABS, Job Vacancies, Australia, November 2025; Employment Projections produced by Victoria University for Jobs and Skills Australia, 2025 (May 2025 to May 2035)

# Other Services

## Top employing occupations

1. Motor Mechanics
2. Hairdressers
3. Beauty Therapists
4. Metal Fitters and Machinists
5. Other Personal Service Workers

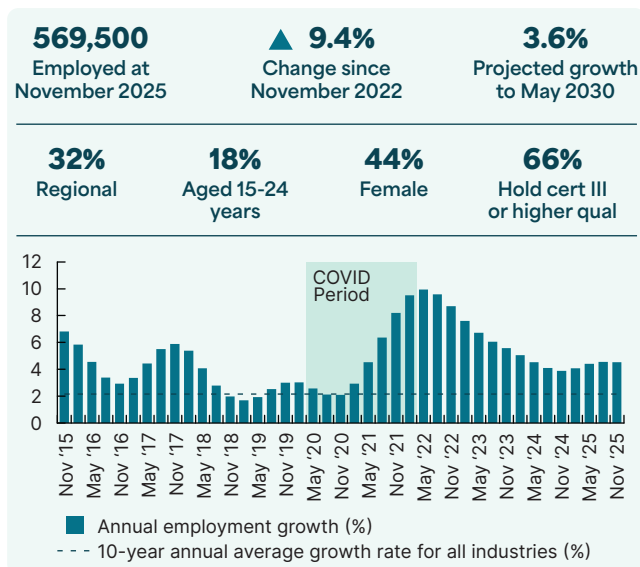
Other Services is a diverse industry which includes firms providing personal care, funeral and religious services, machinery and automotive repair and maintenance services. Employment increased strongly by 9.4% over the past three years.

Around 48% of workers are Technicians and Trades Workers. Accordingly, the Vocational, Education and Training sector is the key provider of skills (66% of workers hold a certificate III or higher vocational qualification). Entry is often through an apprenticeship or traineeship and there were 34,700 apprentices and trainees in training in this industry in the June quarter 2025.

This industry is projected to have modest employment growth over the five years to May 2030 (up by 2.9%).

Job vacancy numbers in this industry have fallen sharply by 17.2% over the past year, but are around 24% higher than in February 2020 (pre COVID-19 pandemic).

Large-employing occupations in this industry that currently have a skills shortage include Motor Mechanics, Metal Fitters and Machinists, and Hairdressers.



Note: Caution is recommended when using employment estimates from May 2020 to February 2022 inclusive. Data has been suppressed for some quarters during this period.

Source: ABS, Labour Force, Australia, Detailed, November 2025; ABS, Education and Work, Australia, 2025; ABS, Job Vacancies, Australia, November 2025; Employment Projections produced by Victoria University for Jobs and Skills Australia, 2025 (May 2025 to May 2035); Jobs and Skills Australia; NCVER, Apprentices and Trainees, June quarter, 2025; Jobs and Skills Australia, Occupation Shortage List, 2025.



# 6

# Jobs by occupation major group

## Managers

### Top employing occupations

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



**86%**  
employed full-time

## Professionals

### Top employing occupations

- 1 Registered Nurses
- 2 Accountants
- 3 Software and Applications Programmers



**More than 1 in 4**  
Australian workers are professionals

## Technicians and Trades Workers

### Top employing occupations

- 1 Electricians
- 2 Carpenters and Joiners
- 3 Chefs



**83%**  
employed full-time

## Community and Personal Service Workers

### Top employing occupations

- 1 Aged and Disabled Carers
- 2 Child Carers
- 3 Education Aides



**Almost 7 in 10**  
workers are female

## Clerical and Administrative Workers

### Top employing occupations

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



**Almost 3 in 4**  
workers are female

## Sales Workers

### Top employing occupations

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



**58%**  
employed part-time

## Machinery Operators and Drivers

### Top employing occupations

- 1 Truck Drivers
- 2 Storepersons
- 3 Delivery Drivers



**Almost 9 in 10**  
workers are male

## Labourers

### Top employing occupations

- 1 Kitchenhands
- 2 Commercial Cleaners
- 3 Other Miscellaneous Labourers



**47%**  
employed part-time

# Occupation overview

## What is an occupation?

Occupations are a way of defining and grouping jobs that require the performance of similar or identical sets of tasks. There are 8 occupation major groups defined by the Australian and New Zealand Standard Classification of Occupations (ANZSCO); which is the classification system currently available in many datasets.

ANZSCO groups occupations according to their tasks and skill level. The most highly skilled groups are Managers, Professionals, and Technicians and Trades Workers (large shares of workers in these groups hold post-school qualifications). The lowest skilled are Labourers, Machinery Operators and Drivers, and Sales Workers (less than half of workers in these groups hold post-school qualifications).

It is important to recognise the wide range of occupations and employment opportunities available in Australia. The Occupation Matrix on page 63 includes data for around 330 occupations covering the whole labour market. Further information is available at [jobsandskills.gov.au/data/occupation-and-industry-profiles/occupations](https://jobsandskills.gov.au/data/occupation-and-industry-profiles/occupations).

## Large employing occupations

The occupation groups which account for the largest numbers of workers are:

- Professionals (around 4 million, or more than one in 4 Australian workers)
- Technicians and Trades Workers (almost 2 million workers)
- Clerical and Administrative Workers (around 1.8 million).

The specific occupations with the largest worker numbers are:

- Sales Assistants (General) (559,800)
- Aged and Disabled Carers (369,400)
- Registered Nurses (362,900)
- General Clerks (286,600)
- Retail Managers (248,000).

## In which occupations do young people work?

Young workers (aged 15 to 24 years) are predominantly employed in occupations which do not typically require post-school qualifications, often working and gaining experience while undertaking study or training. Consistent with this, young people account for 41% of all Sales Workers.

Specific occupations with large numbers of young workers include:

- Sales Assistants (General) (around 308,200 young workers)
- Waiters (around 88,800)
- Kitchenhands (around 78,600)
- Checkout Operators and Office Cashiers (around 67,000)
- Bar Attendants and Baristas (around 65,800).

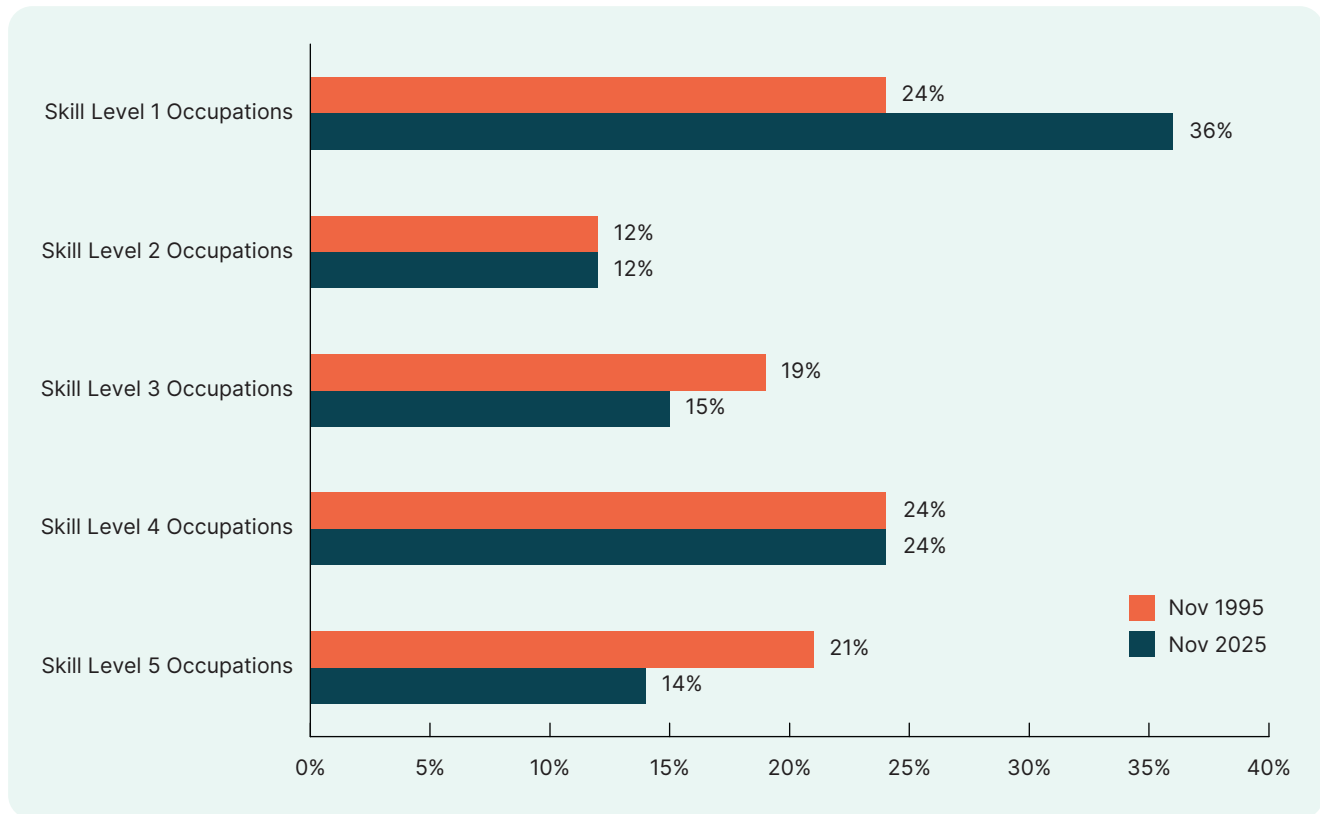
## Shift towards higher-skilled occupations

Over the past 30 years, there has been a shift towards higher-skilled occupations. Employment in higher-skilled occupations (particularly at the highest skill level) has grown strongly in recent decades, while employment growth in lower-skilled occupations has been relatively subdued.

- Skill Level 1 occupations (the highest skill level, commensurate with a bachelor degree or higher) accounted for 36% of Australian employment in 2025, up from 24% 30 years ago.
- Skill Level 5 occupations (the lowest skill level, commensurate with certificate I or secondary education) accounted for 14% of Australian employment in 2025, down from 21% in 1995.

For more information on pathways and training options, visit [yourcareer.gov.au/occupations](https://yourcareer.gov.au/occupations).

## Share of national employment, skill level, 1995 and 2025 (%)



Note: Skill Level 1 is commensurate with a bachelor degree or higher qualification; Skill Level 2 is commensurate with an advanced diploma or diploma; Skill Level 3 is commensurate with a certificate IV or III (including at least 2 years' on-the-job training); skill Level 4 is commensurate with a certificate II or III; Skill Level 5 is commensurate with a certificate I or secondary education.

## Employment by occupation major group

Occupation group	Employment			Employment profile			Workforce educational profile			Projected employ't
	Employ't Nov 2025	1 year change to Nov 2025		Part-time	Female	Aged 15 to 24 years	Bachelor degree or higher	Cert III or higher VET qual	No post-school qual	5 year change to May 2030
	'000	'000	%	%	%	%	%	%	%	%
Managers	1,839.2	-1.8	-0.1	14%	40%	4%	48%	27%	25%	7.7%
Professionals	4,047.3	198.1	5.1	25%	56%	7%	80%	12%	8%	11.6%
Technicians and Trades Workers	1,986.3	11.9	0.6	17%	17%	18%	14%	57%	29%	4.6%
Community and Personal Service Workers	1,765.5	82.0	4.9	55%	68%	25%	26%	40%	35%	7.1%
Clerical and Administrative Workers	1,833.1	-29.7	-1.6	33%	72%	11%	33%	30%	37%	3.9%
Sales Workers	1,111.0	-21.5	-1.9	58%	60%	41%	18%	20%	61%	2.5%
Machinery Operators and Drivers	882.9	-23.4	-2.6	21%	14%	12%	14%	32%	54%	4.1%
Labourers	1,225.2	2.5	0.2	47%	35%	28%	12%	24%	65%	0.8%
<b>All occupations</b>	<b>14,690.5</b>	<b>218.3</b>	<b>1.5%</b>	<b>31%</b>	<b>48%</b>	<b>15%</b>	<b>40%</b>	<b>28%</b>	<b>31%</b>	<b>6.5%</b>

Sources: ABS, Labour Force, Australia, November 2025; ABS, Labour Force, Australia, Detailed, November 2025; ABS, Education and Work, Australia, 2025; Employment Projections produced by Victoria University for Jobs and Skills Australia (May 2025 to May 2035).

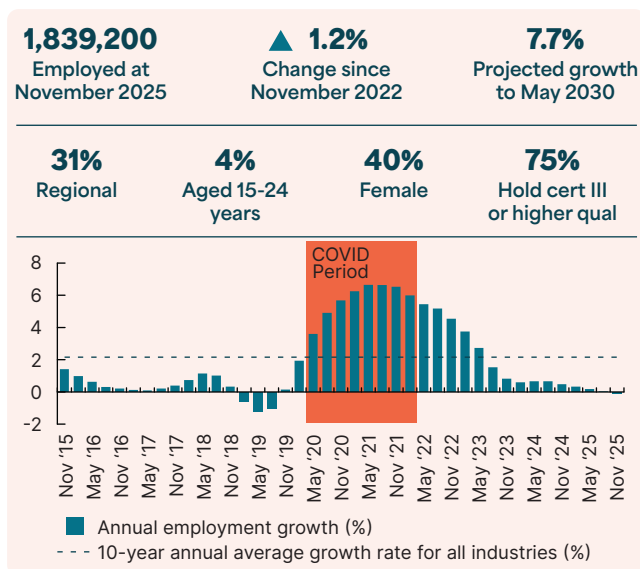
## Managers

Top employing occupations		
1	Retail Managers	248,000
2	Advertising, Public Relations and Sales Managers	166,500
3	Construction Managers	134,600
4	ICT Managers	98,600
5	Other Hospitality, Retail and Service Managers	92,500

There are more than 1.8 million workers employed in Manager roles in Australia. Managers work across a diverse range of organisations and industries and are typically skilled in communication and building relationships, planning, budgeting and problem solving. This is a relatively skilled group, as Managers generally hold senior positions, taking responsibility for staff and operations.

Employment in the Managers group has risen strongly over the past 10 years (up by 20.4%), although this growth has reversed recently, falling by -0.1% over the past year. Managers make up around 13% of national employment. Reflecting the experience often required for these roles, young workers (aged 15 to 24 years) account for a relatively low share of Managers (4%).

JSA Internet Vacancy Index data showed that online job advertisements for Managers fell by 2.3% over the 12 months to December 2025, with roles for Managers making up around 12% of total online job advertisements.



Note: Caution is recommended when using employment estimates from May 2020 to February 2022 inclusive.

## Professionals

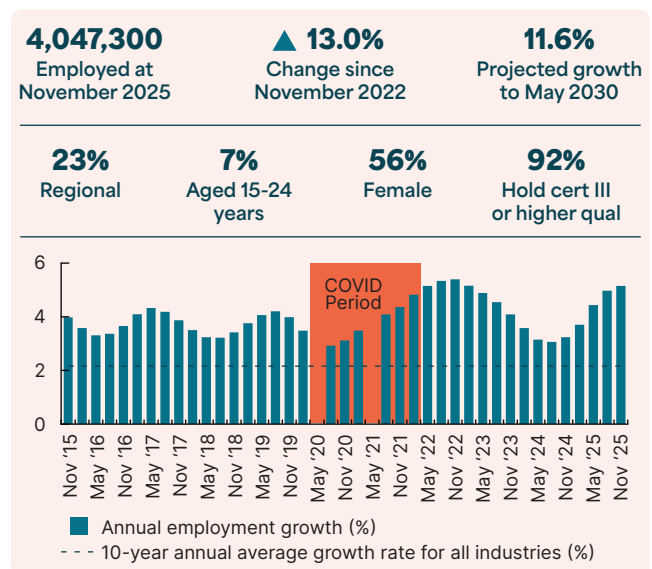
Top employing occupations		
1	Registered Nurses	362,900
2	Accountants	225,100
3	Software and Applications Programmers	195,400
4	Primary School Teachers	167,400
5	Secondary School Teachers	158,500

Professionals is the largest employing occupation group in Australia (accounting for more than one in every 4 workers). Professionals perform analytical, conceptual and creative tasks across a range of industries, including the arts, media, business, design, engineering, the physical and life sciences, transport, education, health, information and communication technology, the law, social sciences and social welfare.

Employment for Professionals grew by 5.1% over the past year. This is consistent with a long-term trend of strong growth, with Professionals employment rising by almost 50% over the past 10 years (the strongest growth of any occupation major group over the decade).

JSA Internet Vacancy Index data showed online job vacancies for Professionals fell by 2.5% over the 12 months to December 2025. However, roles for Professionals still accounted for a large share of all job ads (around 29% of total online job vacancies).

A number of large-employing Professional occupations currently have a skills shortage, including a wide range of Engineering, Information and Communications Technology, and Education and Health roles.



Note: Caution is recommended when using employment estimates from May 2020 to February 2022 inclusive. Data has been suppressed for some quarters during this period.

Sources: ABS, Labour Force, Australia, Detailed, November 2025; ABS, Education and Work, Australia, 2025; Jobs and Skills Australia, Internet Vacancy Index, seasonally adjusted, December 2025; Employment Projections produced by Victoria University for Jobs and Skills Australia, 2025 (May 2025 to May 2035); Jobs and Skills Australia, Occupation Shortage List, 2025.

# Technicians and Trades Workers

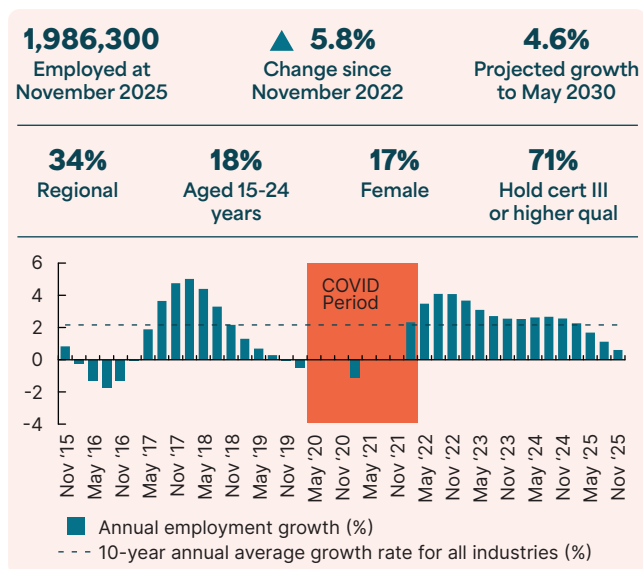
Top employing occupations		
1	Electricians	195,900
2	Carpenters and Joiners	149,900
3	Chefs	133,300
4	Metal Fitters and Machinists	118,000
5	Motor Mechanics	109,900

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.

There are almost 2 million Technicians and Trades Workers in Australia, accounting for around 14% of national employment. Employment of these workers grew by 0.6% over the past year.

JSA Internet Vacancy Index data showed online job vacancies for Technicians and Trades Workers declined by 3.8% over the 12 months to December 2025, but these roles still make up around 14% of total online job vacancies.

A number of large-employing Technicians and Trades Workers occupations currently have a skills shortage, including Motor Mechanics, Structural Steel and Welding Trades Workers, Plumbers, Electricians, Carpenters and Joiners, and Hairdressers.



Note: Caution is recommended when using employment estimates from May 2020 to February 2022 inclusive. Data has been suppressed for some quarters during this period.

# Community and Personal Service Workers

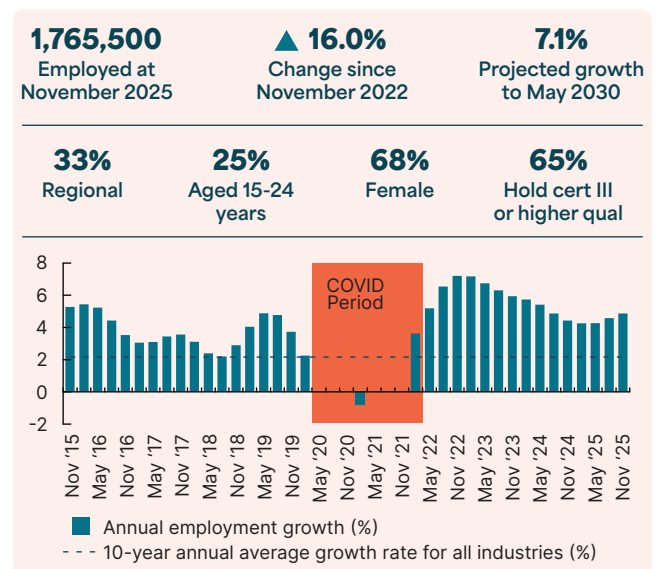
Top employing occupations		
1	Aged and Disabled Carers	369,400
2	Child Carers	180,800
3	Education Aides	136,700
4	Waiters	128,200
5	Bar Attendants and Baristas	121,600

Community and Personal Service Workers provide a wide range of services, including aged and disability care, health and social welfare, child care, hospitality, policing, tourism, fitness, sports and personal services.

Community and Personal Service Workers employment grew by 4.9% over the past year, the second strongest growth of any occupation major group over this period. This is consistent with a long-term trend of strong growth, with Community and Personal Service Workers employment rising by almost 45% over the past 10 years. These workers make up around 12% of national employment and a large proportion of this group is female (68%).

JSA Internet Vacancy Index data showed that online job vacancies for Community and Personal Services Workers declined by 5.8% over the 12 months to December 2025, the largest fall across all occupation groups. However, vacancy numbers account for 10% of overall vacancies with many opportunities available (particularly in the health and care sectors).

A number of large-employing Community and Personal Service Worker occupations currently have a skills shortage, particularly in the care sector (such as Child Carers and Aged and Disabled Carers).



Note: Caution is recommended when using employment estimates from May 2020 to February 2022 inclusive. Data has been suppressed for some quarters during this period.

Sources: ABS, Labour Force, Australia, Detailed, November 2025; ABS, Education and Work, Australia, 2025; Jobs and Skills Australia, Internet Vacancy Index, seasonally adjusted, December 2025; Employment Projections produced by Victoria University for Jobs and Skills Australia, 2025 (May 2025 to May 2035); Jobs and Skills Australia, Occupation Shortage List, 2025.

# Clerical and Administrative Workers

Top employing occupations		
1	General Clerks	286,600
2	Receptionists	182,600
3	Contract, Program and Project Administrators	161,300
4	Accounting Clerks	143,500
5	Office Managers	136,400

Clerical and Administrative Workers provide support to businesses by organising, storing, manipulating and retrieving information.

Clerical and Administrative Workers employment grew by 1.6% over the past year, with Clerical and Administrative Workers making up around 12% of national employment. A large share of this workforce is female (72%), the largest female share of any occupation major group.

JSA Internet Vacancy Index data showed online job vacancies for Clerical and Administrative Workers declined by 5.5% over the 12 months to December 2025, but these roles still make up around 15% of total online job vacancies.

# Sales Workers

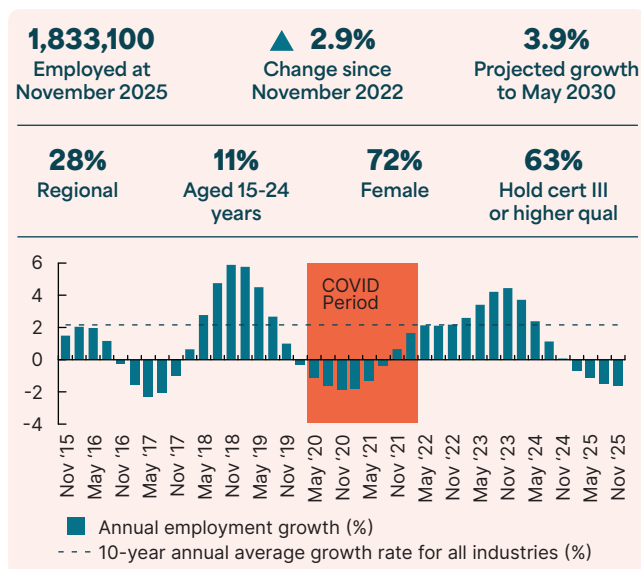
Top employing occupations		
1	Sales Assistants (General)	559,800
2	Checkout Operators and Office Cashiers	121,200
3	Real Estate Sales Agents	108,500
4	Sales Representatives	70,800
5	Retail Supervisors	46,900

Sales Workers sell goods, services and property, and provide sales support.

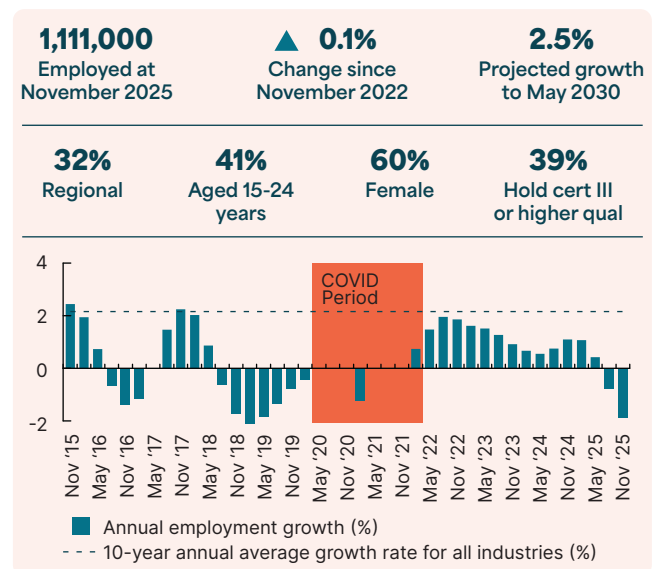
Sales Workers employment fell by -1.9% over the past year. Over the past 10 years, employment growth of these workers has slowed, falling 0.9% over the decade. Despite this, Sales Workers continue to make up a reasonable share of national employment (around 8%), with more than 1.1 million Sales Workers employed in Australia.

Around 40% of these workers are aged 15 to 24 years, with Sales Workers having the largest share of young workers of any occupation major group. A Sales Worker job is often a person's first job, with post-school education often not required and part-time work common (almost 60% of Sales Workers are employed part-time).

JSA Internet Vacancy Index data showed online job vacancies for Sales Workers declined by 3.2% over the 12 months to December 2025, but these roles still make up around 8% of total online job vacancies.



Note: Caution is recommended when using employment estimates from May 2020 to February 2022 inclusive.



Note: Caution is recommended when using employment estimates from May 2020 to February 2022 inclusive. Data has been suppressed for some quarters during this period.

Sources: ABS, Labour Force, Australia, Detailed, November 2025; ABS, Education and Work, Australia, 2025; Jobs and Skills Australia, Internet Vacancy Index, seasonally adjusted, December 2025; Employment Projections produced by Victoria University for Jobs and Skills Australia, 2025 (May 2025 to May 2035).

## Machinery Operators and Drivers

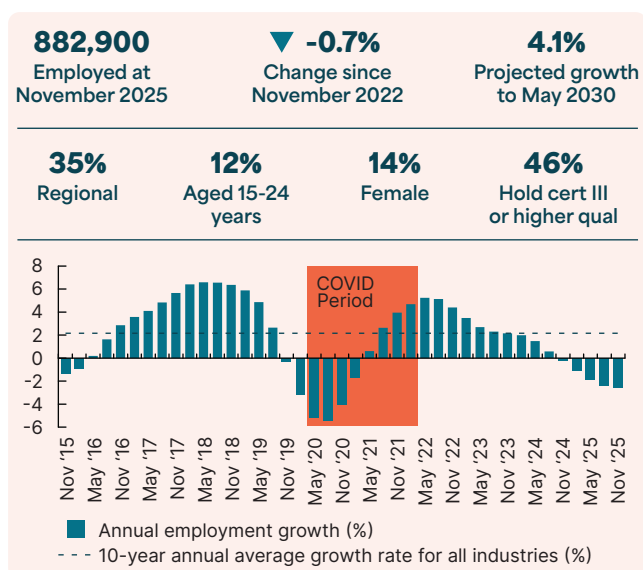
Top employing occupations		
1	Truck Drivers	183,600
2	Storepersons	164,200
3	Delivery Drivers	84,900
4	Forklift Drivers	69,000
5	Drillers, Miners and Shot Firers	66,400

Machinery Operators and Drivers operate machines, vehicles and other equipment to perform a range of agricultural, manufacturing and construction functions, move materials, and to transport passengers and freight.

Employment of these workers fell by -2.6% over the past year, with Machinery Operators and Drivers making up around 6% of national employment.

JSA Internet Vacancy Index data showed that online job vacancies for Machinery Operators and Drivers grew by 7.4% over the 12 months to December 2025, the highest growth rate across all occupation groups. These roles make up around 6% of total online job vacancies.

A number of large-employing Machinery Operator and Driver occupations currently have a skills shortage, including Truck Drivers, Earthmoving Plant Operators, and Crane, Hoist and Lift Operators.



Note: Caution is recommended when using employment estimates from May 2020 to February 2022 inclusive.

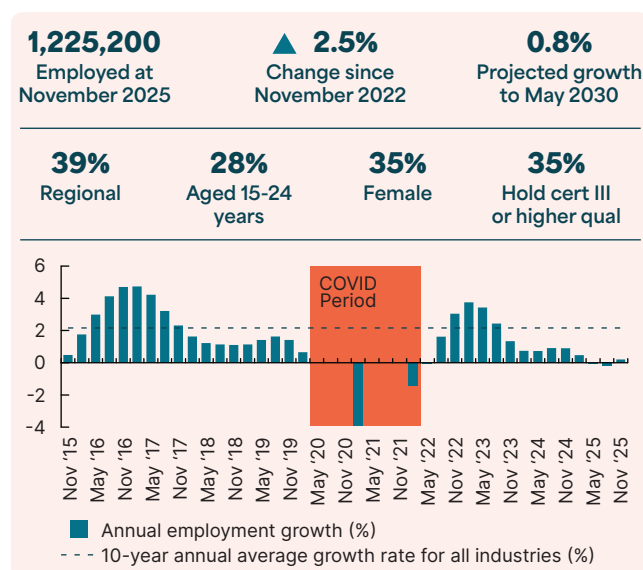
## Labourers

Top employing occupations		
1	Kitchenhands	150,800
2	Commercial Cleaners	150,200
3	Other Miscellaneous Labourers	73,700
4	Shelf Fillers	72,300
5	Building and Plumbing Labourers	71,500

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).

Labourers employment grew by 0.2% over the past year, with these workers making up around 9% of national employment.

JSA Internet Vacancy Index data showed online job vacancies for Labourers declined by 2.4% over the 12 months to December 2025, but these roles still make up around 6% of total online job vacancies.



Note: Caution is recommended when using employment estimates from May 2020 to February 2022 inclusive. Data has been suppressed for some quarters during this period.

Sources: ABS, Labour Force, Australia, Detailed, November 2025; ABS, Education and Work, Australia, 2025; Jobs and Skills Australia, Internet Vacancy Index, seasonally adjusted, December 2025; Employment Projections produced by Victoria University for Jobs and Skills Australia, 2025 (May 2025 to May 2035); Jobs and Skills Australia, Occupation Shortage List, 2025.

# 7

# Occupation Matrix

## 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 (the Matrix) includes summary statistical information for around 330 occupations, which can provide useful background, but it needs to be read in conjunction with other occupation 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 57 to 60.

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 and employment change

Employment figures gives the total number of people employed in the occupation at November 2025. 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 3 years to November 2025.

Data Source: ABS, Labour Force Survey, Detailed, November 2025, data trended by Jobs and Skills Australia

### Working part-time

This 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, Detailed, 2025, annual averages of original data (custom report)

### Female

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

Data Source: ABS, Labour Force, Detailed, 2025, annual averages of original data (custom report)

## 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, Detailed, 2025, annual averages of original data (custom report)

## Unemployment rate

The unemployment rate is the number of unemployed people as a percentage of the labour force (employed plus unemployed). The unemployment rate is presented in 3 categories: below average, average and above average. These categories are based on the occupation's average unemployment rate in 2025 relative to the average across all occupations. Occupation unemployment rates do not reflect underutilised skills (such as an Accountant working as an Accounting Clerk).

The occupation 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 2 years. An occupation may have a high unemployment rate but also be experiencing shortages for particular skills.

Data Source: ABS, Labour Force, Detailed, 2025, annual averages of original data (custom report)

## 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 (shown as a -).

Key	Median weekly earnings
\$	<1250
\$\$	1250-1530
\$\$\$	1531-1900
\$\$\$\$	1901-2460
\$\$\$\$\$	>2460

Data Source: ABS Survey of Employee Earnings and Hours, May 2025 (custom report)

## Skill level

Skill level reflects the range and complexity of the set of tasks performed in a particular occupation. The greater the range and complexity of the set of tasks, the greater the amount of formal education and training, and the greater the skill level of an occupation. There are 5 skill levels within the occupation classification.

- Skill Level 1 is commensurate with a Bachelor degree or higher qualification
- Skill Level 2 is commensurate with an Advanced Diploma or Diploma
- Skill Level 3 is commensurate with a Certificate IV or III (including at least 2 years' on-the-job training)
- Skill Level 4 is commensurate with a Certificate II or III
- Skill Level 5 is commensurate with a Certificate I or secondary education.

## Projected employment change

This presents the percentage change in employment projected over the 5 years to May 2030.

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 likely result in 60 new jobs. However, 5% projected growth in an occupation that employs 10,000 people will likely result in 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: Employment Projections produced by Victoria University for Jobs and Skills Australia, 2025

Occupation	Employ't	3 year		Working	Female	Aged	Unemploy't	Median	Skill	Projected
	Nov	change	%	part-		15 to				rate
	2025	to		time		24	2025			change
	'000	Nov	%	%	%	years				5 years
		2025								to May
										2030
										%
Accounting, Banking and Financial Services										
Accountants (P)	225.1	25.1	12.5	16	54	4.4	Below Average	\$\$\$	1	8.4
Accounting Clerks (CA)	143.5	7.0	5.1	30	80	6.4	Average	\$\$	4	1.3
Auditors and Company Secretaries (P)	32.2	1.8	6.0	12	50	5.8	Above Average	\$\$\$\$	1	8.0
Bank Workers (CA)	36.4	-7.1	-16.3	24	66	6.4	Above Average	\$\$	3	2.3
Bookkeepers (CA)	90.4	-6.0	-6.2	60	90	5.3	Below Average	\$\$	3	1.3
Credit and Loans Officers (CA)	38.2	1.7	4.6	13	57	1.1	Below Average	\$\$\$	3	2.6
Debt Collectors (CA)	6.9	1.5	27.7	19	68	11.4	Above Average	\$\$	4	2.6
Economists (P)	4.5	-0.4	-8.4	10	36	6.5	Above Average	\$\$\$\$\$	1	15.7
Finance Managers (M)	77.4	6.5	9.2	12	53	0.4	Below Average	\$\$\$\$\$	1	12.4
Financial Brokers (P)	52.4	10.6	25.4	15	40	5.8	Average	\$\$\$\$	2	6.0
Financial Dealers (P)	20.1	0.7	3.4	15	34	2.8	Average	\$\$\$\$\$	1	5.4
Financial Investment Advisers and Managers (P)	64.3	5.1	8.6	20	40	5.7	Average	\$\$\$\$	1	6.1
Insurance, Money Market and Statistical Clerks (CA)	40.5	2.8	7.3	19	75	6.5	Below Average	\$\$	4	2.3
Payroll Clerks (CA)	49.5	3.0	6.4	29	84	2.0	Below Average	\$\$	4	1.0
Administration and Human Resources										
Archivists, Curators and Records Managers (P)	9.6	1.4	16.6	31	82	7.0	Below Average	\$\$\$\$	1	17.3
Call or Contact Centre and Customer Service Managers (M)	38.1	-2.2	-5.4	8	43	3.6	Above Average	\$\$\$\$	2	6.8
Call or Contact Centre Workers (CA)	29.4	-2.2	-6.9	22	64	16.6	Above Average	\$\$	4	3.2
Contract, Program and Project Administrators (CA)	161.3	15.4	10.5	11	57	3.5	Average	\$\$\$\$	2	9.5
Corporate Services Managers (M)	23.1	2.0	9.4	17	66	1.4	Below Average	\$\$\$\$\$	1	12.6
Filing and Registry Clerks (CA)	18.5	1.0	5.5	47	71	16.1	Average	\$\$	5	-3.2
General Clerks (CA)	286.6	-13.0	-4.3	40	81	11.6	Average	\$\$	4	11.3
Human Resource Managers (M)	91.7	0.3	0.4	11	59	0.6	Average	\$\$\$\$\$	1	12.4
Human Resource Professionals (P)	85.8	2.6	3.1	16	73	5.7	Average	\$\$\$	1	7.4
Information Officers (CA)	85.0	5.6	7.1	30	64	15.9	Average	\$\$	4	3.5
Keyboard Operators (CA)	53.1	3.3	6.6	43	75	17.1	Above Average	\$\$	4	-6.0
Mail Sorters (CA)	12.6	-1.3	-9.1	32	51	7.6	Above Average	-	5	-4.8
Management and Organisation Analysts (P)	109.6	10.7	10.8	17	48	5.0	Average	\$\$\$\$	1	16.2
Office Managers (CA)	136.4	-0.3	-0.2	34	81	4.9	Average	\$\$\$	2	3.3
Personal Assistants (CA)	49.7	-0.7	-1.4	28	97	5.7	Above Average	\$\$\$	2	-7.7
Receptionists (CA)	182.6	-1.1	-0.6	57	89	26.8	Average	\$	4	2.1
Secretaries (CA)	29.2	-5.8	-16.6	44	94	10.3	Below Average	\$\$	2	-7.5
Survey Interviewers (CA)	0.7	-1.7	-70.0	0	0	0.8	Below Average	-	5	-4.3
Switchboard Operators (CA)	2.6	0.0	-1.5	16	68	16.2	Above Average	-	5	-2.4

Occupation	Employ't	3 year		Working	Female	Aged	Unemploy't	Median	Skill	Projected
	Nov	change to	%	part-						
	'000	'000	%	time	%	24				5 years
				%		years				to May
										2030
										%
<b>Advertising, Public Relations, Media and Arts</b>										
Actors, Dancers and Other Entertainers (P)	8.0	1.2	17.8	59	54	24.6	Above Average	\$\$\$	1	5.2
Advertising and Marketing Professionals (P)	102.5	11.5	12.7	18	63	8.6	Above Average	\$\$\$	1	12.6
Advertising, Public Relations and Sales Managers (M)	166.5	4.5	2.8	10	45	2.3	Average	\$\$\$\$	1	9.4
Artistic Directors, Media Producers & Presenters (P)	13.9	0.8	6.0	13	35	4.3	Above Average	\$\$\$\$	1	9.7
Authors, and Book and Script Editors (P)	6.6	0.1	1.5	38	69	0.1	Average	-	1	9.5
Fashion, Industrial and Jewellery Designers (P)	14.2	0.3	1.9	23	51	4.4	Average	-	1	11.2
Film, Television, Radio and Stage Directors (P)	16.5	1.0	6.1	22	28	11.7	Above Average	\$\$\$	1	9.7
Gallery, Library and Museum Technicians (TT)	6.8	-0.7	-8.9	46	77	2.5	Below Average	\$	2	3.0
Graphic and Web Designers, and Illustrators (P)	58.7	3.1	5.5	22	53	8.1	Above Average	\$\$\$	1	9.9
Jewellers (TT)	4.6	0.3	6.4	40	39	3.5	Below Average	-	3	8.3
Journalists and Other Writers (P)	22.6	-1.3	-5.5	18	65	7.6	Average	\$\$\$	1	9.5
Models and Sales Demonstrators (SW)	10.8	2.3	27.0	52	77	15.7	Above Average	-	5	0.4
Music Professionals (P)	11.2	-0.3	-2.2	58	46	7.2	Average	\$\$\$	1	5.0
Performing Arts Technicians (TT)	15.4	-0.4	-2.8	31	21	14.1	Average	\$\$\$	3	2.7
Photographers (P)	14.9	0.1	0.8	47	54	16.3	Above Average	\$\$\$	2	6.0
Public Relations Professionals (P)	32.5	4.6	16.6	26	70	10.7	Above Average	\$\$\$	1	12.3
Signwriters (TT)	6.4	0.8	13.3	24	8	12.1	Above Average	-	3	4.7
Visual Arts and Crafts Professionals (P)	14.5	2.6	22.3	41	59	1.5	Below Average	\$\$\$\$	1	5.6
<b>Agriculture, Animal and Horticulture</b>										
Agricultural and Forestry Scientists (P)	8.1	-0.8	-9.0	19	31	16.7	Below Average	\$\$\$\$	1	8.8
Agricultural Technicians (TT)	2.7	0.4	19.9	20	32	7.8	Above Average	\$\$\$	2	3.2
Agricultural, Forestry and Horticultural Plant Operators (MO)	15.9	0.1	0.6	10	8	16.1	Below Average	\$	4	-0.4
Animal Attendants and Trainers (TT)	27.8	5.1	22.4	48	74	26.4	Average	\$	4	5.1
Aquaculture Farmers (M)	2.1	0.0	1.1	27	15	11.6	Below Average	-	1	8.7
Aquaculture Workers (L)	0.9	0.0	-5.2	0	0	19.6	Below Average	-	5	9.1
Crop Farm Workers (L)	20.0	-2.5	-10.9	30	33	19.0	Above Average	-	5	0.1
Crop Farmers (M)	33.4	-3.8	-10.2	22	19	3.7	Below Average	-	1	-0.8
Deck and Fishing Hands (L)	6.9	0.1	2.1	26	3	26.4	Above Average	\$\$\$	4	-1.2
Forestry and Logging Workers (L)	2.0	0.1	5.3	0	0	1.2	Above Average	-	4	0.7
Gardeners (TT)	88.6	6.3	7.7	33	11	11.0	Average	-	3	4.2

Occupation	Employ't	3 year		Working	Female	Aged	Unemploy't	Median	Skill	Projected
	Nov	change to	change to							
	2025	Nov	Nov	time		24				5 years
	'000	'000	%	%	%	years				to May
										2030
										%
Garden and Nursery Labourers (L)	35.7	2.7	8.1	38	17	17.3	Above Average	-	5	1.3
Livestock Farm Workers (L)	29.1	-1.3	-4.2	40	40	30.7	Above Average	-	5	-2.3
Livestock Farmers (M)	69.7	-15.3	-18.0	26	32	2.1	Below Average	-	1	-2.9
Mixed Crop and Livestock Farm Workers (L)	3.7	-0.2	-4.1	32	35	41.0	Average	-	5	-1.8
Mixed Crop and Livestock Farmers (M)	28.0	0.2	0.7	17	24	3.7	Below Average	-	1	-2.7
Nurserypersons (TT)	3.4	-0.3	-8.8	63	45	6.3	Above Average	-	3	2.7
Primary Products Inspectors (TT)	4.8	0.3	7.3	14	48	18.8	Above Average	\$	2	1.8
Shearers (TT)	2.5	0.2	7.2	20	7	18.8	Below Average	-	3	3.4
Veterinarians (P)	16.2	3.4	26.6	27	63	1.7	Below Average	\$\$\$\$	1	9.1
Veterinary Nurses (TT)	16.9	2.3	15.5	42	96	23.8	Below Average	\$\$	3	5.9
Automotive, Transport and Logistics										
Air Transport Professionals (P)	16.7	1.4	9.2	26	18	3.7	Below Average	\$\$\$\$\$	1	5.7
Automobile Drivers (MO)	50.5	-3.9	-7.2	40	9	4.5	Below Average	-	4	3.9
Automotive Electricians (TT)	10.3	0.7	7.1	14	6	10.4	Below Average	\$\$\$\$\$	3	3.3
Bus and Coach Drivers (MO)	40.3	-2.0	-4.8	40	16	0.2	Below Average	\$\$\$	4	4.0
Car Detailers (L)	17.1	-1.3	-6.8	35	13	34.0	Above Average	\$	5	-1.5
Couriers and Postal Deliverers (CA)	44.2	2.0	4.8	30	15	10.3	Average	\$\$	5	-4.2
Delivery Drivers (MO)	84.9	4.1	5.0	49	15	17.2	Above Average	\$	4	13.1
Forklift Drivers (MO)	69.0	1.1	1.6	14	5	9.5	Average	\$	4	-0.1
Freight and Furniture Handlers (L)	15.2	0.3	2.0	40	15	37.9	Above Average	\$\$	5	-1.6
Marine Transport Professionals (P)	10.8	0.8	7.8	13	10	7.4	Average	\$\$\$\$\$	2	5.3
Motor Mechanics (TT)	109.9	2.6	2.4	9	3	26.5	Average	\$\$	3	2.7
Motor Vehicle Parts and Accessories Fitters (L)	15.1	1.8	13.9	17	1	16.5	Above Average	-	4	0.8
Panelbeaters (TT)	11.1	0.1	0.9	8	0	15.2	Average	\$\$\$	3	-3.0
Purchasing and Supply Logistics Clerks (CA)	126.9	22.2	21.2	20	45	11.4	Average	\$\$	4	5.4
Railway Track Workers (L)	5.4	-0.2	-4.2	8	7	9.0	Below Average	-	4	-1.5
Recycling and Rubbish Collectors (L)	3.5	0.1	1.5	25	23	29.1	Below Average	\$\$	5	1.7
Supply, Distribution and Procurement Managers (M)	58.0	8.0	16.0	7	24	2.2	Average	\$\$\$\$\$	1	8.1
Train and Tram Drivers (MO)	18.7	4.3	29.7	7	16	0.8	Average	\$\$\$\$\$	4	3.2
Transport and Despatch Clerks (CA)	45.9	3.1	7.1	11	36	4.8	Average	\$\$\$	4	5.0
Transport Services Managers (M)	22.0	3.7	19.9	11	22	1.3	Below Average	\$\$\$\$\$	2	6.0
Truck Drivers (MO)	183.6	-10.7	-5.5	13	6	5.8	Average	\$\$\$	4	0.6

Occupation	Employ't	3 year		Working	Female	Aged	Unemploy't	Median	Skill	Projected
	Nov	change to		part-						
	2025	Nov	%	time	%	24				5 years
	'000	'000	%	%	%	years				to May
										2030
										%
Vehicle Body Builders and Trimmers (TT)	6.7	0.5	9.0	1	0	23.6	Above Average	\$\$\$	3	-1.4
Vehicle Painters (TT)	9.1	-0.7	-7.2	7	4	19.4	Above Average	\$\$\$	3	-3.0
Construction, Architecture and Design										
Architects and Landscape Architects (P)	31.5	-1.9	-5.6	22	37	2.7	Below Average	\$\$\$\$	1	10.3
Architectural, Building & Surveying Technicians (TT)	78.9	0.4	0.6	10	15	5.6	Below Average	\$\$\$\$	2	8.3
Bricklayers and Stonemasons (TT)	27.5	-0.8	-2.8	16	1	12.7	Below Average	\$\$\$\$	3	5.2
Building and Plumbing Labourers (L)	71.5	3.4	5.0	18	5	24.2	Above Average	\$\$\$	5	3.0
Cabinetmakers (TT)	30.2	1.9	6.8	7	5	21.2	Below Average	\$\$	3	2.6
Carpenters and Joiners (TT)	149.9	9.7	6.9	11	3	30.3	Below Average	\$\$\$	3	6.4
Civil Engineering Draftspersons and Technicians (TT)	14.1	0.2	1.2	8	22	9.8	Below Average	\$\$\$	2	5.2
Civil Engineering Professionals (P)	74.4	4.7	6.7	7	13	9.3	Average	\$\$\$\$	1	11.6
Concreters (L)	43.2	6.1	16.4	13	3	18.2	Average	\$\$\$\$	5	2.3
Construction Managers (M)	134.6	11.1	9.0	7	11	3.7	Below Average	\$\$\$\$\$	1	14.9
Crane, Hoist and Lift Operators (MO)	18.4	3.9	26.5	5	8	9.6	Average	\$\$\$\$\$	4	3.6
Earthmoving Plant Operators (MO)	50.0	-0.6	-1.1	6	5	8.8	Average	\$\$\$	4	1.2
Fencers (L)	12.8	0.6	5.1	25	5	15.3	Average	\$	4	1.8
Floor Finishers (TT)	11.9	2.2	22.7	29	7	15.3	Average	-	3	3.4
Glaziers (TT)	8.4	-0.3	-3.7	16	10	12.2	Average	-	3	0.1
Insulation and Home Improvement Installers (L)	28.0	2.4	9.4	19	5	12.0	Average	\$\$	4	3.0
Interior Designers (P)	17.7	1.1	6.9	30	73	4.2	Average	\$\$\$	2	11.0
Land Economists and Valuers (P)	14.0	0.9	6.9	13	27	8.0	Below Average	\$\$\$\$\$	1	18.2
Other Building and Engineering Technicians (TT)	42.1	7.0	20.0	9	17	3.4	Below Average	\$\$\$\$\$	2	6.4
Painting Trades Workers (TT)	48.3	-5.5	-10.2	14	8	12.4	Above Average	\$\$	3	3.6
Paving and Surfacing Labourers (L)	7.6	0.4	6.1	14	4	6.9	Above Average	\$\$	5	-2.3
Plasterers (TT)	30.5	0.8	2.5	18	2	16.9	Average	\$\$\$	3	2.3
Plumbers (TT)	108.2	14.4	15.3	7	3	28.0	Below Average	\$\$\$	3	5.2
Roof Tilers (TT)	9.7	0.4	3.8	13	2	13.1	Below Average	-	3	1.1
Safety Inspectors (TT)	6.6	0.0	-0.4	8	17	0.3	Above Average	\$\$\$\$	2	5.4
Structural Steel Construction Workers (L)	26.1	2.8	11.8	8	3	17.2	Average	\$\$\$\$\$	4	1.3
Urban and Regional Planners (P)	19.1	1.7	9.5	19	43	7.7	Below Average	\$\$\$\$	1	9.9
Wall and Floor Tilers (TT)	22.4	2.4	12.1	17	7	9.4	Below Average	-	3	3.0

Occupation	Employ't	3 year		Working	Female	Aged	Unemploy't	Median	Skill	Projected
	Nov	change	change							
	2025	to	to	time		24	2025			5 years
	'000	'000	%	%	%	years				to May
Occupation										2030
										%
<b>Education and Training</b>										
Driving Instructors (CP)	6.1	-0.4	-6.1	44	11	0.0	Below Average	\$\$\$\$	3	3.0
Early Childhood (Pre-primary School) Teachers (P)	75.2	15.6	26.1	43	95	13.8	Average	\$\$\$	1	5.7
Education Advisers and Reviewers (P)	25.8	-0.2	-0.7	28	72	6.2	Average	\$\$\$\$	1	6.8
Education Aides (CP)	136.7	20.9	18.0	69	87	16.7	Below Average	\$	4	5.0
Librarians (P)	11.9	-0.7	-5.3	37	80	4.5	Below Average	\$\$\$	1	15.7
Library Assistants (CA)	7.1	0.1	1.9	69	70	17.1	Below Average	\$\$\$	4	2.4
Primary School Teachers (P)	167.4	5.1	3.2	37	82	5.4	Below Average	\$\$\$\$	1	5.5
Private Tutors and Teachers (P)	47.6	2.4	5.4	77	71	34.5	Average	\$\$\$\$	1	6.2
School Principals (M)	29.6	2.7	9.9	7	66	0.5	Below Average	-	1	8.3
Secondary School Teachers (P)	158.5	13.2	9.1	23	58	4.7	Below Average	\$\$\$\$	1	5.4
Special Education Teachers (P)	33.3	6.2	22.8	36	85	3.9	Below Average	\$\$\$\$	1	5.9
Teachers of English to Speakers of Other Languages (P)	3.8	0.6	17.9	83	79	3.5	Below Average	\$\$\$\$	1	6.3
Training and Development Professionals (P)	33.8	5.9	21.2	19	63	3.1	Average	\$\$\$	1	7.5
University Lecturers and Tutors (P)	63.3	2.1	3.5	34	48	7.1	Above Average	\$\$\$\$\$	1	8.8
Vocational Education Teachers (P)	37.8	2.8	8.0	28	43	3.4	Below Average	\$\$\$\$	1	9.0
<b>Electrical and Electronics</b>										
Airconditioning and Refrigeration Mechanics (TT)	29.3	0.1	0.4	9	1	23.5	Below Average	\$\$\$\$	3	2.3
Electrical Distribution Trades Workers (TT)	11.8	1.8	18.6	1	3	8.5	Below Average	\$\$\$\$\$	3	0.8
Electrical Engineering Draftspersons and Technicians (TT)	10.2	-0.3	-3.0	11	15	11.6	Average	\$\$\$\$\$	2	5.6
Electrical Engineers (P)	34.1	7.6	28.7	8	13	13.3	Below Average	\$\$\$\$	1	12.0
Electricians (TT)	195.9	22.7	13.1	6	3	26.8	Below Average	\$\$\$\$	3	6.7
Electronic Engineering Draftspersons and Technicians (TT)	8.6	2.9	49.6	13	11	10.6	Above Average	\$\$\$\$	2	4.9
Electronics Engineers (P)	6.2	0.0	-0.4	13	11	8.5	Average	\$\$\$\$\$	1	12.2
Electronics Trades Workers (TT)	32.6	5.2	19.1	16	6	9.3	Average	\$\$\$	3	1.8
<b>Engineers and Engineering Trades</b>										
Aircraft Maintenance Engineers (TT)	9.9	-1.3	-11.4	2	6	9.3	Below Average	\$\$\$	3	1.0
Chemical and Materials Engineers (P)	6.9	0.7	10.5	12	37	11.1	Average	\$\$\$\$\$	1	13.2
Civil Engineering Professionals (P)	74.4	4.7	6.7	7	13	9.3	Average	\$\$\$\$	1	11.6
Electrical Engineers (P)	34.1	7.6	28.7	8	13	13.3	Below Average	\$\$\$\$	1	12.0
Electronics Engineers (P)	6.2	0.0	-0.4	13	11	8.5	Average	\$\$\$\$\$	1	12.2
Engineering Managers (M)	33.1	4.0	13.8	4	18	0.0	Average	\$\$\$\$\$	1	8.3

Occupation	Employ't	3 year		Working	Female	Aged	Unemploy't	Median	Skill	Projected
	Nov	change	to							
	2025	to	Nov	time	%	24	2025			5 years
	'000	'000	%	%	%	years				to May
										2030
										%
Industrial, Mechanical and Production Engineers (P)	42.0	3.3	8.5	8	10	4.0	Below Average	\$\$\$\$	1	12.7
Mechanical Engineering Draftspersons and Technicians (TT)	5.4	-0.4	-7.6	6	7	0.1	Average	\$\$\$\$	2	5.9
Metal Casting, Forging and Finishing Trades Workers (TT)	2.0	-1.2	-37.7	0	0	16.1	Below Average	-	3	0.7
Metal Fitters and Machinists (TT)	118.0	2.2	1.9	6	4	13.8	Below Average	\$\$\$\$	3	3.0
Mining Engineers (P)	16.2	2.8	21.4	7	15	5.0	Above Average	\$\$\$\$\$	1	11.2
Precision Metal Trades Workers (TT)	7.6	-0.1	-1.7	16	5	9.4	Below Average	\$	3	3.0
Sheetmetal Trades Workers (TT)	4.0	-1.3	-24.8	0	6	32.9	Below Average	-	3	5.3
Structural Steel and Welding Trades Workers (TT)	79.2	3.2	4.3	5	2	19.1	Below Average	\$\$\$	3	2.9
Telecommunications Engineering Professionals (P)	14.7	0.2	1.2	9	20	4.0	Below Average	\$\$\$\$\$	1	11.4
Toolmakers and Engineering Patternmakers (TT)	1.8	-0.8	-29.4	17	7	7.5	Below Average	-	3	4.4
<b>Executive and General Management</b>										
Chief Executives and Managing Directors (M)	60.2	9.1	17.8	15	31	0.9	Below Average	-	1	6.9
General Managers (M)	67.9	-1.3	-1.8	9	33	0.4	Below Average	-	1	6.5
Policy and Planning Managers (M)	39.5	7.0	21.7	11	60	0.6	Below Average	\$\$\$\$\$	1	12.1
Research and Development Managers (M)	19.5	2.7	16.0	13	54	0.0	Below Average	\$\$\$\$\$	1	12.8
<b>Government, Defence and Protective Services</b>										
Commissioned Officers (Management) (M)	4.4	-0.1	-2.3	6	9	24.5	Below Average	\$\$\$\$\$	1	10.9
Fire and Emergency Workers (CP)	19.8	1.6	8.9	4	16	0.4	Below Average	\$\$\$\$	3	-
Inspectors and Regulatory Officers (CA)	45.2	4.9	12.2	16	55	5.0	Below Average	\$\$\$	4	3.1
Intelligence and Policy Analysts (P)	42.4	7.1	20.1	20	64	5.3	Average	\$\$\$\$	1	16.0
Police (CP)	74.1	5.6	8.2	5	28	7.1	Below Average	\$\$\$\$	2	6.2
Prison Officers (CP)	18.6	-3.6	-16.2	1	26	6.9	Below Average	\$\$\$\$	4	5.3
Security Officers and Guards (CP)	65.7	5.5	9.1	22	17	7.5	Average	\$\$\$	4	5.5
<b>Health and Community Services</b>										
Aged and Disabled Carers (CP)	369.4	83.8	29.3	60	73	12.5	Below Average	\$\$\$	4	10.7
Ambulance Officers and Paramedics (CP)	27.0	3.7	16.1	10	49	7.6	Below Average	\$\$\$\$\$	2	11.1
Anaesthetists (P)	7.0	0.6	8.5	10	32	0.0	Below Average	\$\$\$\$\$	1	18.1
Child Care Centre Managers (M)	17.9	0.3	2.0	20	95	4.6	Average	\$\$\$	1	9.0
Child Carers (CP)	180.8	29.7	19.7	53	93	28.6	Above Average	\$	3	1.0
Chiropractors and Osteopaths (P)	9.3	1.1	13.1	33	40	3.2	Above Average	-	1	20.1
Counsellors (P)	43.4	11.1	34.6	51	79	5.0	Average	\$\$\$\$	1	13.0

Occupation	Employ't Nov 2025	3 year change to Nov 2025		Working part- time	Female	Aged 15 to 24 years	Unemploy't rate 2025	Median earnings	Skill level	Projected employ't change 5 years to May 2030
	'000	'000	%	%	%	%				%
Dental Assistants (CP)	27.1	-2.5	-8.5	58	92	37.3	Below Average	\$	4	14.5
Dental Hygienists, Technicians and Therapists (CP)	7.8	-0.2	-2.4	50	68	7.9	Below Average	\$\$\$\$	1	9.5
Dental Practitioners (P)	23.5	4.7	25.0	40	54	5.4	Below Average	\$\$\$\$\$	1	20.0
Enrolled and Mothercraft Nurses (CP)	21.1	-2.3	-9.8	50	87	15.0	Below Average	\$\$\$	2	10.6
Generalist Medical Practitioners (P)	91.3	14.6	19.1	23	51	1.5	Below Average	\$\$\$\$	1	18.0
Health and Welfare Services Managers (M)	55.2	18.2	49.3	17	66	1.2	Below Average	\$\$\$\$\$	1	15.2
Massage Therapists (CP)	19.8	1.0	5.1	74	79	0.7	Below Average	-	2	10.6
Medical Imaging Professionals (P)	25.7	4.7	22.7	36	76	7.9	Below Average	\$\$\$\$	1	18.1
Medical Technicians (TT)	41.5	5.1	13.9	41	70	11.2	Below Average	\$\$	2	8.0
Midwives (P)	19.4	-0.4	-2.2	57	100	3.3	Average	\$\$\$\$	1	13.9
Ministers of Religion (P)	16.9	-3.3	-16.1	33	34	0.6	Below Average	\$\$\$	1	9.3
Nurse Educators and Researchers (P)	9.7	1.5	18.1	33	82	4.8	Below Average	\$\$\$\$\$	1	11.7
Nurse Managers (P)	21.5	1.2	6.0	26	81	2.2	Average	\$\$\$\$\$	1	13.6
Nursing Support and Personal Care Workers (CP)	113.2	15.3	15.6	53	74	14.5	Below Average	\$\$	4	13.8
Nutrition Professionals (P)	12.1	2.4	24.6	47	97	4.0	Below Average	\$\$	1	16.6
Occupational & Environmental Health Professionals (P)	41.1	7.2	21.3	12	50	6.5	Below Average	\$\$\$\$	1	11.3
Occupational Therapists (P)	34.2	8.0	30.3	37	92	14.0	Below Average	\$\$\$	1	18.8
Optometrists and Orthoptists (P)	9.3	0.4	4.2	41	77	4.7	Below Average	-	1	18.0
Personal Care Consultants (CP)	4.4	-0.4	-8.1	74	90	3.9	Below Average	-	4	10.8
Pharmacists (P)	44.9	7.7	20.6	32	66	10.6	Below Average	\$\$\$	1	10.9
Physiotherapists (P)	45.9	8.1	21.6	28	58	6.7	Below Average	\$\$\$	1	19.7
Podiatrists (P)	6.7	0.8	12.6	25	58	7.6	Below Average	-	1	20.0
Practice Managers (CA)	30.2	2.2	7.8	32	86	3.8	Below Average	\$\$	2	8.1
Psychiatrists (P)	7.4	2.6	56.0	34	52	0.0	Average	-	1	17.7
Psychologists (P)	53.1	13.0	32.6	50	82	4.0	Below Average	\$\$\$\$	1	16.8
Registered Nurses (P)	362.9	40.5	12.5	44	86	8.3	Below Average	\$\$\$\$	1	13.7
Social Professionals (P)	16.1	1.7	11.6	40	77	13.4	Above Average	\$\$\$\$	1	11.6
Social Workers (P)	48.0	6.9	16.9	32	84	5.4	Below Average	\$\$\$\$	1	14.6
Specialist Physicians (P)	15.7	2.3	17.6	27	49	3.5	Below Average	\$\$\$\$\$	1	18.0
Speech Pathologists and Audiologists (P)	19.8	3.5	21.5	30	96	10.5	Below Average	\$\$\$	1	18.5
Surgeons (P)	8.2	-0.4	-4.1	7	26	1.6	Below Average	\$\$\$\$\$	1	18.1

Occupation	Employ't Nov 2025	3 year change to Nov 2025		Working part- time	Female	Aged 15 to 24 years	Unemploy't rate 2025	Median earnings	Skill level	Projected employ't change 5 years to May 2030
	'000	'000	%	%	%	%				%
Welfare Support Workers (CP)	96.0	15.5	19.3	30	71	8.0	Average	\$\$\$	2	6.0
Welfare, Recreation and Community Arts Workers (P)	43.0	4.6	11.9	44	68	8.2	Average	\$\$\$	1	13.7
Hospitality, Food Services and Tourism										
Bakers and Pastrycooks (TT)	34.5	2.8	8.8	26	38	17.0	Average	\$\$	3	3.0
Bar Attendants and Baristas (CP)	121.6	10.6	9.5	71	58	56.5	Above Average	\$\$	4	5.2
Butchers and Smallgoods Makers (TT)	13.4	-1.0	-7.2	26	10	13.3	Average	\$\$	3	4.5
Cafe and Restaurant Managers (M)	62.3	-2.6	-3.9	23	50	10.6	Below Average	\$\$	2	1.7
Cafe Workers (CP)	39.0	5.6	16.9	76	74	57.7	Above Average	\$	5	5.2
Caravan Park and Camping Ground Managers (M)	3.1	0.4	16.8	15	48	1.2	Above Average	\$\$	2	0.1
Chefs (TT)	133.3	17.7	15.3	22	30	11.6	Average	\$\$	2	5.8
Conference and Event Organisers (M)	35.2	3.8	12.2	25	72	9.1	Above Average	\$\$	2	5.6
Cooks (TT)	32.3	-6.7	-17.2	55	53	25.3	Above Average	\$\$	3	6.0
Fast Food Cooks (L)	49.5	-0.7	-1.3	84	31	77.3	Above Average	\$	5	2.2
Food Trades Assistants (L)	4.3	-1.2	-21.3	73	54	38.9	Above Average	\$\$	5	0.7
Gallery, Museum and Tour Guides (CP)	6.3	0.3	4.1	43	58	13.0	Below Average	\$\$	3	3.6
Gaming Workers (CP)	4.5	-1.5	-25.1	25	56	12.9	Below Average	\$\$	4	5.1
Hotel and Motel Managers (M)	18.1	-1.4	-7.0	18	39	5.7	Average	\$\$\$	2	0.9
Hotel Service Managers (CP)	9.5	0.6	6.9	29	68	15.1	Average	\$\$	2	5.0
Kitchenhands (L)	150.8	4.2	2.8	80	50	55.0	Above Average	\$	5	3.3
Licensed Club Managers (M)	7.5	0.6	8.9	17	37	9.6	Below Average	\$\$\$	2	1.7
Tourism and Travel Advisers (CP)	21.3	3.3	18.7	32	80	4.7	Below Average	\$	3	3.4
Travel Attendants (CP)	10.3	-0.2	-2.0	39	61	11.9	Average	\$\$	3	4.4
Waiters (CP)	128.2	-3.9	-2.9	83	69	68.2	Above Average	\$	4	5.2
Information and Communication Technology (ICT)										
Computer Network Professionals (P)	48.8	7.0	16.8	7	19	4.0	Below Average	\$\$\$\$	1	14.8
Database and Systems Administrators, and ICT Security Specialists (P)	72.3	10.6	17.2	8	24	3.5	Above Average	\$\$\$\$	1	14.0
Graphic and Web Designers, and Illustrators (P)	58.7	3.1	5.5	22	53	8.1	Above Average	\$\$\$	1	9.9
ICT Business and Systems Analysts (P)	51.5	4.2	8.9	10	38	0.9	Above Average	\$\$\$\$	1	15.1
ICT Managers (M)	98.6	17.7	21.9	6	25	0.7	Average	\$\$\$\$	1	15.0
ICT Sales Professionals (P)	19.6	1.4	7.5	6	29	2.4	Above Average	\$\$\$	1	13.6
ICT Support and Test Engineers (P)	17.0	3.2	22.7	4	29	1.4	Average	\$\$\$\$	1	14.9
ICT Support Technicians (TT)	74.0	2.4	3.4	11	24	10.4	Average	\$\$\$	2	9.4
ICT Trainers (P)	3.2	0.4	12.7	29	43	7.1	Below Average	-	1	8.4

Occupation	Employ't	3 year		Working	Female	Aged	Unemploy't	Median	Skill	Projected
	Nov	change	%							
	'000	'000	%	time	%	24	2025			5 years
				%		years				to May
										2030
										%
Multimedia Specialists and Web Developers (P)	11.9	-2.1	-15.2	11	28	0.7	Above Average	\$\$\$\$	1	15.9
Software and Applications Programmers (P)	195.4	33.6	20.8	6	21	5.9	Average	\$\$\$\$	1	15.7
Telecommunications Trades Workers (TT)	16.3	-3.8	-19.1	11	5	10.1	Average	\$\$\$	3	-1.0
<b>Legal and Insurance</b>										
Actuaries, Mathematicians and Statisticians (P)	12.1	0.6	4.9	17	49	7.1	Above Average	\$\$\$\$	1	16.1
Barristers (P)	8.8	-0.6	-6.4	11	40	7.8	Below Average	\$\$\$\$\$	1	11.7
Conveyancers and Legal Executives (CA)	16.0	-1.3	-7.6	37	78	31.2	Above Average	\$\$	2	3.2
Court and Legal Clerks (CA)	21.1	4.2	24.8	39	69	30.3	Above Average	\$	3	3.2
Insurance Agents (SW)	16.5	2.0	13.5	10	58	9.3	Average	\$\$	3	-1.6
Insurance Investigators, Loss Adjusters and Risk Surveyors (CA)	8.6	1.8	26.1	11	42	0.0	Below Average	\$\$\$	3	2.3
Solicitors (P)	103.7	12.9	14.2	11	57	4.6	Below Average	\$\$\$\$	1	11.7
<b>Manufacturing</b>										
Boat Builders and Shipwrights (TT)	3.1	-1.8	-36.5	18	8	10.2	Below Average	\$\$\$\$	3	-2.2
Canvas and Leather Goods Makers (TT)	1.2	-0.6	-32.8	0	0	5.5	Below Average	-	3	1.2
Clay, Concrete, Glass & Stone Processing Machine Operators (MO)	2.9	0.2	8.7	10	4	2.6	Average	\$\$\$	4	1.6
Clothing Trades Workers (TT)	7.8	-0.3	-3.1	52	76	4.0	Above Average	-	3	3.8
Engineering Production Workers (MO)	20.5	0.5	2.3	9	9	13.4	Below Average	\$\$	4	6.3
Food and Drink Factory Workers (L)	27.9	-1.9	-6.4	19	29	12.5	Above Average	\$\$	5	-0.8
Industrial Spraypainters (MO)	5.9	-0.3	-5.1	5	2	11.6	Above Average	-	4	1.6
Manufacturers (M)	21.9	-2.7	-10.9	26	23	9.1	Average	-	1	10.1
Meat Boners and Slicers, and Slaughterers (L)	7.4	-0.1	-1.8	5	23	8.9	Below Average	\$\$	4	-5.6
Meat, Poultry and Seafood Process Workers (L)	15.1	-0.4	-2.3	14	31	10.3	Average	\$	5	-4.5
Metal Engineering Process Workers (L)	8.1	-1.7	-17.2	9	16	18.2	Above Average	\$	5	1.3
Packers (L)	56.4	-7.0	-11.0	41	55	25.6	Above Average	\$\$	5	-1.0
Paper and Wood Processing Machine Operators (MO)	5.6	-1.1	-16.6	24	10	10.6	Below Average	\$\$	4	-1.6
Plastics and Rubber Factory Workers (L)	2.2	0.2	9.8	6	12	22.7	Above Average	\$\$	5	-1.0
Plastics and Rubber Production Machine Operators (MO)	7.4	0.1	1.0	6	5	6.8	Average	\$\$\$	4	1.0
Print Finishers and Screen Printers (TT)	3.6	0.1	4.3	21	23	5.4	Below Average	-	3	-0.2
Printers (TT)	10.2	-1.0	-9.0	19	4.300	0.7	Above Average	\$\$	3	-0.4
Printing Assistants and Table Workers (L)	2.7	0.2	7.8	31	40	24.2	Above Average	\$	4	-4.4
Product Assemblers (L)	25.2	-0.2	-0.6	10	26	12.4	Above Average	\$	5	2.2

Occupation	Employ't	3 year		Working	Female	Aged	Unemploy't	Median	Skill	Projected
	Nov	change to		part-		15 to				
	'000	'000	%	time	%	24				5 years
				%		years				to May
										2030
										%
Product Quality Controllers (L)	12.9	0.6	4.6	15	46	10.8	Above Average	\$	4	-1.7
Production Managers (M)	64.9	1.8	2.9	4	16	0.2	Below Average	\$\$\$\$	1	9.0
Sewing Machinists (MO)	6.1	-1.5	-19.4	46	84	0.0	Below Average	\$	4	2.1
Textile & Footwear Production Machine Operators (MO)	1.8	0.1	8.9	0	0	1.0	Below Average	\$	4	-0.7
Timber and Wood Process Workers (L)	3.9	-1.0	-20.6	14	4	33.1	Above Average	-	5	-4.5
Upholsterers (TT)	1.8	-1.0	-35.2	0	0	24.5	Below Average	\$	3	1.0
Wood Machinists and Other Wood Trades Workers (TT)	2.7	-0.6	-17.1	45	24	9.5	Above Average	\$	3	1.8
<b>Mining and Energy</b>										
Chemical, Gas, Petroleum and Power Generation Plant Operators (TT)	8.1	-1.6	-16.4	3	4	2.9	Below Average	\$\$\$\$\$	3	4.0
Drillers, Miners and Shot Firers (MO)	66.4	1.3	2.0	3	14	8.8	Below Average	\$\$\$\$\$	4	3.8
Geologists and Geophysicists (P)	13.4	1.5	12.6	15	19	8.0	Average	\$\$\$\$\$	1	10.2
Mining Engineers (P)	16.2	2.8	21.4	7	15	5.0	Above Average	\$\$\$\$\$	1	11.2
<b>Personal Services</b>										
Beauty Therapists (CP)	40.3	3.6	9.8	53	98	22.3	Average	\$	3	4.2
Car Detailers (L)	17.1	-1.3	-6.8	35	13	34.0	Above Average	\$	5	-1.5
Caretakers (L)	6.6	0.0	-0.3	37	26	6.2	Below Average	\$	5	0.4
Commercial Cleaners (L)	150.2	-4.9	-3.1	62	60	17.4	Above Average	\$	5	0.4
Domestic Cleaners (L)	35.3	-1.3	-3.6	83	81	8.9	Average	\$	5	1.0
Funeral Workers (CP)	4.8	0.5	11.7	33	51	8.8	Above Average	-	2	4.0
Gardeners (TT)	88.6	6.3	7.7	33	11	11.0	Average	-	3	4.2
Hairdressers (TT)	68.3	4.3	6.7	49	76	20.3	Average	\$	3	0.7
Handypersons (L)	41.4	-1.8	-4.2	42	6	3.8	Average	\$	5	3.6
Housekeepers (L)	34.8	5.1	17.1	69	80	14.7	Above Average	\$	5	-1.3
Laundry Workers (L)	17.1	4.8	38.8	41	57	10.0	Average	\$	5	-0.4
<b>Sales, Retail, Wholesale and Real Estate</b>										
Advertising, Public Relations and Sales Managers (M)	166.5	4.5	2.8	10	45	2.3	Average	\$\$\$\$\$	1	9.4
Auctioneers, and Stock and Station Agents (SW)	2.9	-1.0	-25.3	12	29	1.3	Below Average	-	3	0.1
Checkout Operators and Office Cashiers (SW)	121.2	-16.5	-12.0	79	68	56.4	Above Average	\$	5	0.6
Florists (TT)	5.5	-1.3	-18.7	67	84	11.1	Below Average	-	3	1.1
ICT Sales Assistants (SW)	14.9	-1.1	-6.6	17	37	14.1	Above Average	\$	5	3.3
Importers, Exporters and Wholesalers (M)	17.7	-3.0	-14.6	22	23	2.5	Below Average	\$\$\$	1	8.3
Models and Sales Demonstrators (SW)	10.8	2.3	27.0	52	77	15.7	Above Average	-	5	0.4
Motor Vehicle and Vehicle Parts Salespersons (SW)	40.1	4.8	13.7	9	21	21.4	Below Average	\$	4	2.9

Occupation	Employ't	3 year		Working	Female	Aged	Unemploy't	Median	Skill	Projected
	Nov	change to		part-						
	'000	'000	%	time	%	24				5 years
				%		years				to May
										2030
										%
Pharmacy Sales Assistants (SW)	42.1	4.9	13.2	74	84	51.8	Above		4	2.4
Real Estate Sales Agents (SW)	108.5	10.0	10.1	21	52	9.2	Average	\$	3	7.6
Retail and Wool Buyers (SW)	7.9	0.2	2.5	14	56	7.6	Below	\$	3	0.2
Retail Managers (M)	248.0	10.0	4.2	18	48	11.8	Average	\$	2	2.0
Retail Supervisors (SW)	46.9	4.6	10.9	32	59	26.0	Average	\$	4	2.5
Sales Assistants (General) (SW)	559.8	-7.5	-1.3	75	65	54.8	Above	\$	5	2.5
Sales Representatives (SW)	70.8	-2.3	-3.1	17	37	10.6	Average	\$	4	0.0
Service Station Attendants (SW)	14.0	1.7	13.8	57	47	24.6	Average	\$	5	2.4
Shelf Fillers (L)	72.3	2.4	3.4	81	36	54.4	Above	\$	5	-2.5
Storepersons (MO)	164.2	9.3	6.0	32	28	27.4	Average	\$	4	7.2
Street Vendors and Related Salespersons (SW)	4.6	-1.5	-24.4	50	49	13.1	Average	-	5	3.1
Technical Sales Representatives (P)	27.0	-2.3	-7.8	8	34	2.5	Below	\$	1	14.0
Telemarketers (SW)	5.0	0.0	0.6	40	46	8.7	Average	-	5	1.0
Ticket Salespersons (SW)	19.1	3.7	24.3	68	61	47.7	Below	\$	5	0.2
Vending Machine Attendants (L)	4.0	-0.9	-18.2	41	70	34.8	Above	\$	5	-0.1
<b>Science</b>										
Agricultural and Forestry Scientists (P)	8.1	-0.8	-9.0	19	31	16.7	Below	\$	1	8.8
Chemists, and Food and Wine Scientists (P)	9.1	-0.8	-8.3	18	48	4.8	Average	\$	1	10.3
Environmental Scientists (P)	32.6	3.7	12.6	15	45	7.6	Average	\$	1	8.9
Geologists and Geophysicists (P)	13.4	1.5	12.6	15	19	8.0	Average	\$	1	10.2
Life Scientists (P)	9.3	-0.6	-6.1	24	65	5.4	Below	\$	1	10.0
Medical Laboratory Scientists (P)	34.9	6.7	23.6	25	66	5.8	Average	\$	1	12.7
Science Technicians (TT)	22.8	2.7	13.3	26	49	10.0	Average	\$	2	3.3
Surveyors and Spatial Scientists (P)	21.8	4.9	29.2	7	12	4.9	Average	\$	1	10.2
<b>Sports and Recreation</b>										
Amusement, Fitness and Sports Centre Managers (M)	21.6	4.8	28.3	23	48	16.6	Below	\$	2	5.7
Fitness Instructors (CP)	37.6	2.1	5.9	68	62	17.6	Average	\$	4	6.4
Greenkeepers (TT)	13.6	-0.7	-4.9	32	5	20.4	Average	\$	3	1.9
Outdoor Adventure Guides (CP)	4.7	0.8	20.6	31	36	20.9	Above	\$	3	5.9
Sports Coaches, Instructors and Officials (CP)	68.1	16.1	31.0	79	50	61.9	Average	\$	4	5.9
Sportspersons (CP)	13.5	0.9	7.1	63	34	65.6	Average	-	3	6.4

# 8

# Useful websites and links

## Resources

### Your Career

[yourcareer.gov.au](http://yourcareer.gov.au)

The Your Career website assists Australians of all ages and circumstances better plan and manage their career. Your Career provides evidence-based careers information, resources and advice that provide education, training and career options. Visit the Your Career website to be connected to further education, training or work options to support your current career needs or goals.

### ComparED

[www.compared.edu.au](http://www.compared.edu.au)

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.

### Course Seeker

[www.courseeker.edu.au](http://www.courseeker.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.

### What's Next

[whatsnext.dewr.gov.au](http://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

[apprenticeships.gov.au](http://apprenticeships.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.

### What other supports are available?

Apprentice Connect Australia Providers are the gateway into the Australian Apprenticeships system and are available to support you to get the most out of your apprenticeship.

Apprentice Connect Australia Providers are a free national service available to support you by providing:

- helpful advice to manage your apprenticeship journey and understand your obligations along the way
- personalised support – services provided are based on your individual needs and may include mentoring, career guidance, peer support, conflict resolution and referral to other specialist services
- expert advice on eligibility for extra support and incentives.

For guidance and support on your apprenticeship journey, contact your local Apprentice Connect Australia Provider, or visit [apprenticeships.gov.au/who-to-contact](http://apprenticeships.gov.au/who-to-contact).

### Workforce Australia

[workforceaustralia.gov.au](http://workforceaustralia.gov.au)

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

### Transition to Work

[dewr.gov.au/transition-work](http://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/disability-employment-services](https://dss.gov.au/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.

## Remote Australia Employment Service (replacing the Community Development Program)

[niaa.gov.au/our-work/employment-and-economic-development/remote-jobs/employment-services](https://niaa.gov.au/our-work/employment-and-economic-development/remote-jobs/employment-services)

[niaa.gov.au/indigenous-affairs/employment/cdp](https://niaa.gov.au/indigenous-affairs/employment/cdp)

The Remote Australia Employment Service (RAES) started on 1 November 2025, directly replacing the Community Development Program (CDP).

The RAES operates in RAES regions to support job seekers with the skills, mentoring and training they need to take up job opportunities, including those created through the Remote Jobs and Economic Development (RJED) program.

The RAES provides opportunities for around 40,000 job seekers across 1,200 communities to build their skills and address barriers to employment.

The service:

- Helps job seekers prepare for work, move into a job when available and stay employed with greater access to mentoring and tailored support.
- Has incentive payments for providers when participants stay employed in that job for 4, 12, 26 and 52 weeks.
- Supports job seekers where work is not available through engagement in community projects that build their skills and help them become job ready. These projects give communities more flexibility to design solutions locally, tailored for individual needs.
- Changes the way providers are funded, supporting improved service delivery in critical areas, such as employment placement support (currently known as post placement support).
- Is trialling local approaches in a small number of communities to build language, literacy and numeracy as these are foundational skills for getting a job.
- Is trialling how existing job seeker assessment processes could be improved so that job seekers feel supported and comfortable, with providers working with job seekers to identify their strengths, skills and aspirations.
- Invests in building provider capability to deliver higher quality, culturally safe services tailored to remote job seekers.

## Jobs and Skills Atlas

[jobsandskills.gov.au/jobs-and-skills-atlas-dashboard](https://jobsandskills.gov.au/jobs-and-skills-atlas-dashboard)

The Jobs and Skills Atlas provides an overview of the labour market at national, state and regional level by occupations, skills and industries.

## National Training Register

[training.gov.au](https://training.gov.au)

Training.gov.au is the National Register of vocational education and training in Australia, and provides information on training packages, qualifications, courses, units of competency and Registered Training Organisations.

## National Centre for Vocational Education Research

[ncver.edu.au](https://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 VET sector.

## Quality Indicators for Learning and Teaching

[qilt.edu.au](https://qilt.edu.au)

Quality Indicators for Learning and Teaching (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.

# Sources

Data sources are referenced on each page of use throughout the publication. See below for further information.

## Australian Bureau of Statistics (ABS)

[abs.gov.au](https://abs.gov.au)

Employment, employment change, and employment profile (female and part-time shares) data for states and territories and Australia are a combination of trend and four-quarter average of original data from the ABS Labour Force Survey.

Regional employment and employment change figures at the SA4 level are modelled estimates of ABS data (ABS, Labour Force, Australia, Detailed, November 2025, table MRM1 – Modelled estimates of labour force status by SA4).

Part-time and female employment shares for regional areas at the SA4 level are 12-month averages of original direct survey estimates (ABS, Labour Force, Australia, Detailed, November 2025, 12-month averages of original direct survey estimates).

Industry and occupation employment and employment change figures are ABS Labour Force data trended by JSA (ABS, Labour Force, Australia, Detailed, November 2025, data trended by JSA).

Employment profile data for occupations and industries (female, part-time, regional, aged 15 to 24 years) are annual averages of original ABS data (ABS, Labour Force, Australia, Detailed, November 2025, annual averages of original data).

Annual employment change charts for occupation groups and industries use ABS data trended by JSA (ABS, Labour Force, Australia, Detailed, November 2025, data trended by JSA). Given large quarter-to-quarter changes (for industry and occupation data) during the COVID-19 pandemic, resulting in multiple trend breaks, the ABS recommends caution when using trend estimates during the period from May 2020 to February 2022 inclusive. Data have been suppressed for some quarters for during this period.

Educational attainment shares for industries, occupation groups, states, territories and Australia use data from ABS, Education and Work, 2025. The 'no post-school qualification' figures are for employed persons who have not completed education other than pre-primary, primary or secondary education and/or vocational education and training certificate I, II and certificate I and II not further defined.

Job vacancy data for industries are annual averages of original ABS data (ABS, Job Vacancies, Australia, November 2025).

Median weekly full-time earnings for select occupations are sourced from ABS Survey of Employee Earnings and Hours, May 2025.

## Department of Education

[education.gov.au/higher-education-statistics](https://education.gov.au/higher-education-statistics)

Higher education enrolments data are for all students and providers (Department of Education, Higher Education Statistics, 2024 Student Data).

## Quality Indicators for Learning and Teaching (QILT)

[qilt.edu.au](https://qilt.edu.au)

Higher Education graduate employment outcomes are a proportion of those who were available for work when surveyed 4 to 6 months after completing their course (QILT, 2024 Graduate Outcomes Survey) and 3 years after completing their course (QILT, 2024 Graduate Outcomes Survey – Longitudinal).

## National Centre for Vocational Education Research (NCVER)

[ncver.edu.au](https://ncver.edu.au)

Vocational Education and Training (VET) enrolment data relate to program enrolments (that is, study for a qualification, course or skill set) (NCVER, Total VET students and courses 2024).

Vocational Education and Training student outcomes survey data are for students who completed their vocational education and training in the previous year, i.e. 2024 (NCVER, VET student outcomes 2025).

In training counts for those undertaking traineeships or apprentices in selected trades are quarterly figures derived from April to June (NCVER, Apprentices and Trainees 2025, June quarter).

## Jobs and Skills Australia (JSA)

[jobsandskills.gov.au](https://jobsandskills.gov.au)

Employment Projections are produced by Victoria University for JSA. Employment is projected from May 2025 to May 2030 and May 2035.

Occupation shortages are from research conducted by JSA in 2025. JSA defines an occupation shortage as when employers are unable to fill, or have considerable difficulty filling, vacancies for an occupation or cannot meet significant specialised skill needs within that occupation, at current levels of remuneration, at current conditions of employment, and in reasonably accessible locations (JSA, Occupation Shortage List, 2025).

Job vacancy data for occupations, states, territories and Australia are seasonally adjusted and 3 month average data from JSA (JSA, Internet Vacancy Index, December 2025, seasonally adjusted and 3 month average data). Job vacancy data for regions at the SA4 level are 3-month moving averages (JSA, Internet Vacancy Index, December 2025, 3-month average data).

Recruitment experiences data in the Job Search and Skills section are from employer surveys conducted by JSA (JSA, Recruitment Experiences and Outlook Survey, 2025).