



Australian Government  
Department of Jobs and Small Business



# AUSTRALIAN JOBS 2018

## CONTENTS

<b>Jobs by Location</b>	
National Overview .....	3
New South Wales.....	4
Victoria .....	5
Queensland.....	6
South Australia.....	7
Western Australia .....	8
Tasmania.....	9
Northern Territory.....	10
Australian Capital Territory.....	10
<b>Jobs by Industry</b>	
Industry Overview.....	11
Australia's Changing Industry Structure.....	12
Accommodation and Food Services .....	12
Administrative and Support Services.....	13
Agriculture, Forestry and Fishing .....	13
Arts and Recreation Services .....	14
Construction .....	14
Education and Training.....	15
Electricity, Gas, Water and Waste Services .....	15
Financial and Insurance Services .....	16
Health Care and Social Assistance.....	16
Information Media and Telecommunications .....	17
Manufacturing .....	17
Mining .....	18
Other Services .....	18
Professional, Scientific and Technical Services.....	19
Public Administration and Safety .....	19
Rental, Hiring and Real Estate Services.....	20
Retail Trade .....	20
Transport, Postal and Warehousing.....	21
Wholesale Trade.....	21
<b>Jobs by Occupation</b>	
Occupation Overview .....	22
Managers .....	23
Professionals.....	24
Technicians and Trades Workers.....	25
Community and Personal Service Workers .....	26
Clerical and Administrative Workers .....	27
Sales Workers.....	27
Machinery Operators and Drivers .....	28
Labourers.....	28
<b>Jobs in the Future</b>	
The Changing World of Work and Recruitment .....	29
Industry Outlook.....	30
Occupation Outlook .....	31
<b>Jobs and Training</b>	
Education and Employment .....	32
Vocational Education and Training.....	33
Apprenticeships and Traineeships.....	34
Higher Education.....	35
<b>Job Search and Skills</b>	
Finding a Job .....	36
<b>Additional Information</b>	
Occupation Profiles (Selected Case Studies).....	38
Guide to the Occupation Matrix.....	39
Occupation Matrix.....	40
Useful Websites and Links .....	46
Data Sources .....	47

## INTRODUCTION

Welcome to the 2018 edition of Australian Jobs. This publication provides an overview of trends in the Australian labour market to support job seekers and providers, career advisers, those considering future training and work and people interested in labour market issues.

### How to use Australian Jobs

Australian Jobs allows users to explore a wide range of factors. For example, if you are thinking of a career in a particular industry you may want to look at the range of employing occupations, the main training pathways, the location of jobs and future employment prospects. It can also be used to recognise the value of higher levels of education and training, the competitive nature of the labour market and how to be a successful job applicant.

The analysis in this publication provides an introduction and overview to some of the factors which can be considered in understanding employment conditions and changes which are occurring in the labour market. It also provides links to more detailed information. The Department of Jobs and Small Business publishes a wide range of labour market information on its website (at [jobs.gov.au/employment-research-and-statistics](http://jobs.gov.au/employment-research-and-statistics)) and on specialist websites such as the Labour Market Information Portal ([lmp.gov.au](http://lmp.gov.au)) and Job Outlook ([joboutlook.gov.au](http://joboutlook.gov.au)).

The labour market can change quickly, and there is currently a great deal of discussion about the future of work and the role of automation in determining the demand for particular workers. It isn't easy to forecast future labour market conditions, and it isn't advisable to base employment and training decisions solely on predicted shortages. It is better to train in an area in which you have an interest and aptitude than choosing a career solely based on expectations about future conditions.

The forward looking information in this report provides some guidance about which industries and occupations are likely to have the strongest employment growth. Sometimes, though, even in occupations that are in high demand, applicants can face significant competition for vacancies. Conversely, employers sometimes have difficulty recruiting for occupations which are not growing very much or are even in decline.

Good candidates (who meet employers' needs in terms of both technical and employability skills) are always valued and poor quality applicants will experience difficulty gaining employment, even if the labour market is tight.

Employers often require staff who have relevant work experience, regardless of the skill level of the job. It can be hard to gain experience to develop and demonstrate employability skills, but the ideas provided on pages 36–37 of Australian Jobs can help.

There is a range of Government assistance available to help you get workplace experience, gain skills through education and training, and find the right job. More information about the assistance available to you is provided on page 46 and on the Department's website at [jobs.gov.au](http://jobs.gov.au).

Inquiries about Australian Jobs should be directed to [australianjobs@jobs.gov.au](mailto:australianjobs@jobs.gov.au).

The contents of Australian Jobs 2018 are based on information available at the time of publication. Over time, the reliability of the data and analysis may diminish. The Commonwealth, its officers, employees and agents do not accept responsibility for any inaccuracies contained in the report or for any negligence in the compilation of the report and disclaim liability for any loss suffered by any person arising from the use of this report. Labour market information must be used cautiously as employment prospects can change over time and vary by region. It is important in making and assessing career choices to consider all factors, including interest and aptitudes, remuneration and expectations, and the requirements of occupations.

# NATIONAL OVERVIEW

**12,380,100**  
EMPLOYED  
AT NOVEMBER 2017

**3.1%**  
SINCE  
NOVEMBER 2016

REGIONAL

**31%**  
1%pt  
OVER 5 YRS

FEMALE

**47%**  
1%pt  
OVER 5 YRS

HOLD POST SCHOOL QUAL

**67%**  
5%pts  
OVER 5 YRS

WORKING PART-TIME

**32%**  
2%pts  
OVER 5 YRS

MEDIAN AGE

**40** years  
NO change  
OVER 5 YRS

Projected to grow by  
**7.8%**  
over the 5 years to May 2022

**8.5%**  
SINCE  
NOVEMBER 2012

There are around 12.4 million people employed in Australia. More than two thirds work full-time and almost half are female. Around one in every five workers is aged 55 years or older, while young people (aged 15–24 years) comprise 14% of total employment. Two thirds of Australian workers hold post-school qualifications.

## Recent labour market developments (to January 2018)

Labour market conditions have strengthened considerably over the year, with employment increasing by a robust 403,300 (or 3.3%), more than double the decade annual average rate of 1.6%. The increase in employment was due, predominantly, to a rise in full-time employment, up by 293,200 (or 3.6%) to 8,460,900 in January 2018, while part-time employment increased by 110,100 (or 2.8%) to 3,992,600. The unemployment rate fell from 5.7% in January 2017 to 5.5% in January 2018, while the participation rate rose by 1.0 percentage point to 65.6%, as stronger labour market conditions encouraged more people to enter the labour market. Despite the clear strengthening, some spare capacity remains evident in the labour market, with 1,092,000 underemployed workers (persons who are not fully employed and want, and are available for, more hours of work) in November 2017. The underemployment rate was unchanged over the year, at 8.3% in November 2017, below the peak of 8.9% in February 2017.

## Youth labour market

Young people have benefited from the improvement in labour market conditions, with youth employment increasing strongly, up by 43,800 (or 2.4%) over the year to 1,891,000 in January 2018. Encouragingly, the rise in employment was due to an increase in full-time employment (up by 44,400). Against the stronger background, the youth unemployment rate fell by 0.1 percentage points over the year to 12.3% in January 2018, although it remains more than double the rate recorded for all persons.

Despite these improvements, many young people are continuing to encounter difficulties when trying to secure work, and are facing longer spells of unemployment, with the burden of long-term unemployment (LTU) being disproportionately felt by youth.

## Employment by state and territory

States and Territories	Employment			Part-time	Employment Profile			Workforce Educational Profile			Projected Employment 5 year change to May 2022
	Employ't Nov 2017	5 year change to Nov 2017	%		Female	Aged 15 to 24 years	Aged 55 years or older	Bachelor degree or higher	Cert III or higher VET qual	No post-school qual	
	'000	'000	%	%	%	%	%	%	%	%	%
New South Wales	3,920.6	348.5	9.8	30	47	14	19	33	30	31	8.4
Victoria	3,234.9	385.6	13.5	33	46	14	19	33	30	32	8.8
Queensland	2,459.9	173.1	7.6	32	47	16	19	25	34	35	7.6
South Australia	827.3	18.6	2.3	35	47	14	21	26	32	36	4.8
Western Australia	1,334.6	16.4	1.2	32	45	14	19	28	32	34	7.2
Tasmania	245.5	11.0	4.7	37	48	14	23	23	33	37	5.6
Northern Territory	134.9	6.2	4.8	21	47	14	17	26	34	33	5.4
Australian Capital Territory	228.6	16.3	7.7	28	49	15	15	45	24	27	6.9
<b>Australia<sup>1</sup></b>	<b>12,380.1</b>	<b>970.7</b>	<b>8.5</b>	<b>32</b>	<b>47</b>	<b>14</b>	<b>19</b>	<b>30</b>	<b>31</b>	<b>33</b>	<b>7.8</b>

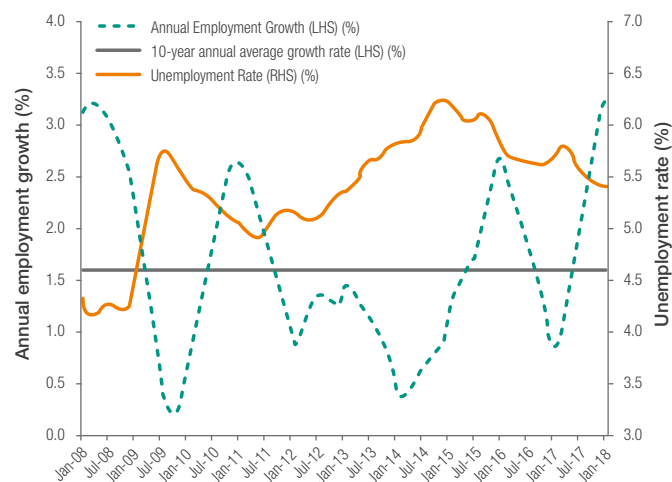
1. Some data are trend and, for these, totals do not add

Sources: ABS, Labour Force (trend and annual averages of original data); ABS, Census of Population and Housing; QILT, Graduate Outcomes Survey; Department of Jobs and Small Business, Employment Projections

Young people now comprise 26.6% of the LTU pool, compared with the 22.6% recorded in September 2008. That said, 53.2% of youth were participating in full-time education in January 2018, well above the 47.2% recorded in September 2008, which is encouraging given that higher levels of educational attainment significantly improve labour market prospects.

While employment outcomes for higher education graduates have improved over the last few years, with 71.8% of bachelor degree graduates finding full-time employment after graduating in 2017, up from the recent low of 68.1% in 2014, outcomes remain well below the 85.2% recorded in 2008. There has also been an increase in the proportion of graduates who are employed in an occupation that is not commensurate with their level of educational attainment. This suggests that graduates are 'pushing down' into lower skill level occupations where they are competing with people with far fewer or no qualifications, such as the long-term unemployed and unskilled young people.

## Unemployment rate and annual employment growth, Australia, January 2008 to January 2018



## NEW SOUTH WALES

**3,920,600**  
EMPLOYED  
AT NOVEMBER 2017

**2.9%**  
SINCE  
NOVEMBER 2016

Projected to grow by  
**8.4%**  
over the 5 years to May 2022

**9.8%**  
SINCE  
NOVEMBER 2012

## REGIONAL



**33%**

**1%pt**  
OVER 5 YRS

## FEMALE



**47%**

**1%pt**  
OVER 5 YRS

## HOLD POST SCHOOL QUAL



**69%**

**4%pts**  
OVER 5 YRS

## WORKING PART-TIME



**30%**

**1%pt**  
OVER 5 YRS

## MEDIAN AGE



**40** years

**NO** change  
OVER 5 YRS

## Top 5 industries

Industry	Employ't Nov 2017 '000	Share of total %	5 year change to Nov 2017	
			'000	%
Health Care and Social Assistance	518.5	13	98.0	23.3
Retail Trade	392.1	10	31.8	8.8
Professional, Scientific and Technical Services	371.8	9	64.3	20.9
Construction	366.4	9	87.3	31.3
Education and Training	325.0	8	56.9	21.2

New South Wales is the largest employing state (with around two thirds of state employment in Sydney). Employment growth over the past five years was above the national average, with Health Care and Social Assistance adding the most new jobs, followed by Construction and Professional, Scientific and Technical Services.

Around 69% of this workforce have post-school qualifications and they are more likely to hold a bachelor degree or higher than workers nationally. Sydney has the most the most highly educated workforce in the state, with 71% holding post-school qualifications and 38% with a bachelor degree or higher.

The age profile is in line with the national average although, in some regions such as Illawarra, young workers (15 to 24 years) account for relatively large shares of employment.

## Did you know?

15% of NSW workers are self-employed

## Employment by region, New South Wales

Region	Employment				Employment Profile			Workforce Educational Profile			Projected Employment
	Employ't Nov 2017 '000	5 year change to Nov 2017 '000	%	Part-time %	Female %	Aged 15 to 24 years %	Aged 55 years or older %	Bachelor degree or higher %	Cert III or higher VET qual %	No post-school qual %	5 year change to May 2022 %
Greater Sydney	2,626.9	263.2	11.1	28	46	14	17	38	26	29	9.4
Capital Region	106.9	-5.1	-4.6	34	47	13	25	22	36	35	5.6
Central West	103.1	10.6	11.5	31	46	14	25	19	37	36	5.8
Coffs Harbour - Grafton	56.4	-3.3	-5.6	35	47	14	26	20	38	34	5.4
Far West and Orana	58.1	2.3	4.1	26	46	13	26	18	36	39	7.9
Hunter Valley (exc Newcastle)	128.6	4.9	4.0	36	47	15	20	15	41	37	5.0
Illawarra	141.9	17.8	14.4	35	48	17	18	25	37	31	8.6
Mid North Coast	94.6	26.1	38.2	43	50	13	28	17	40	35	11.0
Murray	46.8	-8.0	-14.6	32	45	15	26	18	37	38	3.8
New England and North West	79.0	-0.7	-0.9	29	46	14	26	19	35	38	4.6
Newcastle and Lake Macquarie	182.8	16.7	10.1	34	48	16	19	27	36	32	7.7
Richmond - Tweed	107.9	1.5	1.5	43	51	13	27	23	36	34	6.0
Riverina	77.8	1.5	2.0	29	47	16	23	18	35	39	2.1
Southern Highlands and Shoalhaven	50.3	-7.2	-12.5	37	47	14	27	21	39	32	8.2
<b>New South Wales<sup>1</sup></b>	<b>3,920.6</b>	<b>348.5</b>	<b>9.8</b>	<b>30</b>	<b>47</b>	<b>14</b>	<b>19</b>	<b>33</b>	<b>30</b>	<b>31</b>	<b>8.4</b>
<b>Australia</b>	<b>12,380.1</b>	<b>970.7</b>	<b>8.5</b>	<b>32</b>	<b>47</b>	<b>14</b>	<b>19</b>	<b>30</b>	<b>31</b>	<b>33</b>	<b>7.8</b>

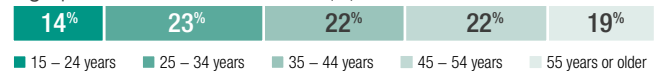
1. Some data are trend and, for these, totals do not add

Sources: ABS, Labour Force (trend and annual averages of original data); ABS, Census of Population and Housing; Department of Jobs and Small Business, Regional Employment Projections; New South Wales Treasury

## Educational attainment, New South Wales (%)



## Age profile, New South Wales (%)



## Current conditions (to January 2018)

Labour market conditions strengthened in New South Wales over the year, with employment up by 134,100. The increase was driven by a strong rise in full-time employment, up by 108,700, while part-time employment increased by 25,400. The state's unemployment rate was steady over the year at 5.1% (below the national rate of 5.5%), while the participation rate rose by 1.2 percentage points to 64.3% (but remains below the national rate of 65.6%).

Conditions for youth in New South Wales improved over the year, with employment rising by 12,600 (or 2.2%), while the youth unemployment rate declined by 0.9 percentage points to 10.8%.

## Outlook

The short-term outlook for the New South Wales economy is reasonably positive. The New South Wales Treasury has forecast employment growth of 1.4% in 2018-19, while the unemployment rate is expected to average 4.4% over the period. Over the five years to May 2022, New South Wales employment is projected to increase by 8.4% (above the projected national growth of 7.8%).

# VICTORIA

**3,234,900**  
EMPLOYED  
AT NOVEMBER 2017

**3.0%**  
SINCE  
NOVEMBER 2016

Projected to grow by  
**8.8%**  
over the 5 years to May 2022

**13.5%**  
SINCE  
NOVEMBER 2012

REGIONAL



**23%**

**1%pt**  
OVER 5 YRS

FEMALE



**46%**

**NO change**  
OVER 5 YRS

HOLD POST SCHOOL QUAL



**68%**

**5%pts**  
OVER 5 YRS

WORKING PART-TIME



**33%**

**2%pts**  
OVER 5 YRS

MEDIAN AGE



**40 years**

**NO change**  
OVER 5 YRS

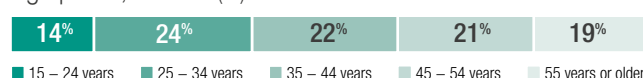
## Top 5 industries

Industry	Employ't Nov 2017		Share of total		5 year change to Nov 2017	
	'000	%	'000	%	'000	%
Health Care and Social Assistance	413.8	13	76.1	22.5		
Retail Trade	355.8	11	36.5	11.4		
Professional, Scientific and Technical Services	303.6	9	53.0	21.2		
Construction	292.7	9	48.8	20.0		
Manufacturing	290.8	9	-3.3	-1.1		

## Educational attainment, Victoria (%)



## Age profile, Victoria (%)



## Current conditions (to January 2018)

Labour market conditions strengthened in Victoria over the year, with employment increasing by 100,200. The increase was driven by rising full-time employment, up by 66,600 over the year, while part-time employment also increased (up by 33,600). The state's unemployment rate decreased by 0.2 percentage points over the year to 5.6% (marginally higher than the national rate of 5.5%), while the participation rate rose by 0.4 percentage points to 65.9% (above the national rate of 65.6%).

Conditions for youth in Victoria have been mixed over the year, with youth employment rising by 1,100 (or 0.2%), while the youth unemployment rate also increased, albeit marginally, by 0.2 percentage points to 13.2% in January 2018, above the national youth unemployment rate of 12.3%.

## Outlook

The short-term outlook for the Victorian economy is positive. The Victorian Department of Treasury and Finance has forecast employment growth of 2.0% in 2018-19, while the unemployment rate is expected to average 5.75% over the period. Over the five years to May 2022, employment in Victoria is projected to increase by 8.8% (above the projected national growth of 7.8%).

Victoria is the second largest employing state, with employment concentrated in Melbourne. Over the past five years, Victoria added more jobs than any other state. Health Care and Social Assistance provided the largest number of new jobs during this period, with significant numbers also added in Professional, Scientific and Technical Services and Construction. Job losses, however, were recorded in six of the 19 industries, with the largest fall in Wholesale Trade (down 13,600).

Around 68% of Victorian workers hold post-school qualifications and they are more likely to have a bachelor degree or higher qualification than the national average. Melbourne has the most highly educated workforce in the state (37% hold a bachelor degree or higher).

Victoria's age profile is similar to the national average, although some areas have relatively large shares of workers aged 55 years or older, such as Hume, North West, and Warrnambool and South West.

**Quick fact**  
13% of Victorian workers are also studying

## Employment by region, Victoria

Region	Employment			Part-time	Employment Profile			Workforce Educational Profile			Projected Employment 5 year change to May 2022
	Employ't Nov 2017	5 year change to Nov 2017			Female	Aged 15 to 24 years	Aged 55 years or older	Bachelor degree or higher	Cert III or higher VET qual	No post-school qual	
	'000	'000	%	%	%	%	%	%	%	%	%
Greater Melbourne	2,489.5	304.7	13.9	32	46	14	17	37	28	30	9.8
Ballarat	79.0	6.9	9.5	39	48	15	23	24	35	35	6.0
Bendigo	66.8	-3.3	-4.7	37	50	15	23	25	35	34	5.6
Geelong	141.4	14.3	11.2	36	47	15	21	27	35	32	9.4
Hume	89.7	15.2	20.5	38	49	14	27	19	39	36	7.1
Latrobe – Gippsland	126.2	1.0	0.8	39	47	14	26	17	39	37	4.1
North West	73.4	7.8	11.8	31	43	14	27	16	35	42	4.8
Shepparton	63.9	6.6	11.5	34	46	15	25	16	36	41	5.7
Warrnambool and South West	67.1	4.9	7.8	36	47	15	27	18	36	39	5.8
<b>Victoria<sup>1</sup></b>	<b>3,234.9</b>	<b>385.6</b>	<b>13.5</b>	<b>33</b>	<b>46</b>	<b>14</b>	<b>19</b>	<b>33</b>	<b>30</b>	<b>32</b>	<b>8.8</b>
<b>Australia</b>	<b>12,380.1</b>	<b>970.7</b>	<b>8.5</b>	<b>32</b>	<b>47</b>	<b>14</b>	<b>19</b>	<b>30</b>	<b>31</b>	<b>33</b>	<b>7.8</b>

1. Some data are trend and, for these, totals do not add

Sources: ABS, Labour Force (trend and annual averages of original data); ABS, Census of Population and Housing; Department of Jobs and Small Business, Regional Employment Projections; Department of Treasury and Finance, Victoria

## QUEENSLAND

**2,459,900**  
EMPLOYED  
AT NOVEMBER 2017

Projected to grow by  
**7.6%**  
over the 5 years to May 2022

**4.8%**  
SINCE  
NOVEMBER 2016

**7.6%**  
SINCE  
NOVEMBER 2012

## REGIONAL



**51%**

**1%pt**  
OVER 5 YRS

## FEMALE



**47%**

**2%pts**  
OVER 5 YRS

## HOLD POST SCHOOL QUAL



**65%**

**6%pts**  
OVER 5 YRS

## WORKING PART-TIME



**32%**

**3%pts**  
OVER 5 YRS

## MEDIAN AGE



**40** years

**NO** change  
OVER 5 YRS

## Top 5 industries

Industry	Employ't Nov 2017 '000	Share of total %	5 year change to Nov 2017 '000	%
Health Care and Social Assistance	341.3	14	60.1	21.4
Retail Trade	258.8	11	14.1	5.8
Construction	243.9	10	19.2	8.6
Education and Training	197.1	8	19.7	11.1
Accommodation and Food Services	187.2	8	23.8	14.6

Queensland is the third largest employing state. Around half of the jobs are in Brisbane and a further 13% are in the closely located Gold Coast area. Over the past five years, employment in the state rose by 7.6% (or 173,100), slightly below the national average. During this period, Health Care and Social Assistance provided the largest number of new jobs, followed by Accommodation and Food Services. Employment fell in five of the 19 industries, with the largest fall in Mining (down by 15,100). Around 26% of total Mining employment is in Queensland, although this industry accounts for just 2% of employment across the state.

Workers in Queensland are slightly less likely to have post-school qualifications than those in other states. Compared with workers nationally, relatively few have a bachelor degree or higher but a large share hold a certificate III or higher vocational qualification.

A higher proportion of Queensland workers are aged 15 to 24 years, with particularly large shares in Townsville (18%) and Toowoomba (17%).

Did you know? Queenslanders are the Australians most likely to work from home

## Employment by region, Queensland

Region	Employment				Employment Profile			Workforce Educational Profile			Projected Employment
	Employ't Nov 2017 '000	5 year change to Nov 2017 '000	%	Part-time %	Female %	Aged 15 to 24 years %	Aged 55 years or older %	Bachelor degree or higher %	Cert III or higher VET qual %	No post-school qual %	5 year change to May 2022 %
Greater Brisbane	1,214.4	87.6	7.8	31	48	16	17	30	31	33	8.3
Cairns	117.2	3.5	3.1	31	47	13	22	20	37	36	5.0
Darling Downs – Maranoa	60.7	-2.5	-3.9	31	44	15	26	14	34	44	3.1
Fitzroy	106.5	-5.2	-4.7	27	45	16	19	16	37	41	5.7
Gold Coast	317.3	40.9	14.8	34	48	15	19	23	36	35	12.3
Mackay – Isaac – Whitsunday	96.0	-1.9	-1.9	28	43	14	19	15	39	39	4.8
Queensland – Outback	31.4	-11.1	-26.0	24	44	14	21	15	35	42	0.5
Sunshine Coast	172.1	22.0	14.6	37	48	14	22	22	38	33	8.3
Toowoomba	76.1	5.0	7.0	28	48	17	20	23	35	36	6.0
Townsville	104.1	-9.1	-8.0	32	48	18	19	20	35	39	2.7
Wide Bay	111.9	-7.6	-6.4	34	46	14	25	15	37	40	5.8
<b>Queensland<sup>1</sup></b>	<b>2,459.9</b>	<b>173.1</b>	<b>7.6</b>	<b>32</b>	<b>47</b>	<b>16</b>	<b>19</b>	<b>25</b>	<b>34</b>	<b>35</b>	<b>7.6</b>
<b>Australia</b>	<b>12,380.1</b>	<b>970.7</b>	<b>8.5</b>	<b>32</b>	<b>47</b>	<b>14</b>	<b>19</b>	<b>30</b>	<b>31</b>	<b>33</b>	<b>7.8</b>

1. Some data are trend and, for these, totals do not add

Sources: ABS, Labour Force (trend and annual averages of original data); ABS, Census of Population and Housing; Department of Jobs and Small Business, Regional Employment Projections; Queensland Treasury

## Educational attainment, Queensland (%)



## Age profile, Queensland (%)



## Current conditions (to January 2018)

Labour market conditions improved in Queensland, with employment increasing by 117,900 over the year to January 2018. The increase was driven, principally, by a rise in full-time employment, up by 91,600 over the year, while part-time employment also increased (up by 26,300). The state's unemployment rate declined by 0.1 percentage points over the year, to 6.1% in January 2018, although it remains above the national rate (5.5%). Moreover, the participation rate in Queensland rose by 2.0 percentage points over the year, to 66.3% in January 2018, to stand at just above the national rate of 65.6%.

Conditions for youth in Queensland also improved over the year, with youth employment up by 19,600 (or 5.1%), while the youth unemployment rate declined by 0.1 percentage points to 13.3%.

## Outlook

The short-term outlook for the Queensland economy is reasonably positive. The Queensland Treasury has forecast employment growth of 1½% in 2018–19, while the unemployment rate is forecast to be 6% in the June quarter 2019. Over the five years to May 2022, Queensland employment is projected to increase by 7.6% (similar to the growth projected nationally).

# SOUTH AUSTRALIA

**827,300**  
EMPLOYED  
AT NOVEMBER 2017

Projected to grow by  
**4.8%**  
over the 5 years to May 2022

**1.3%**  
SINCE  
NOVEMBER 2016

**2.3%**  
SINCE  
NOVEMBER 2012

REGIONAL



**22%**

NO change  
OVER 5 YRS

FEMALE



**47%**

**1%pt**  
OVER 5 YRS

HOLD POST SCHOOL QUAL



**64%**

**5%pts**  
OVER 5 YRS

WORKING PART-TIME



**35%**

**1%pt**  
OVER 5 YRS

MEDIAN AGE



**42 years**

**1 year**  
OVER 5 YRS

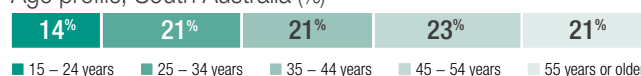
## Top 5 industries

Industry	Employ't	Share	5 year change to	
	Nov 2017	of total	Nov 2017	Nov 2017
	'000	%	'000	%
Health Care and Social Assistance	132.4	16	19.5	17.3
Retail Trade	91.2	11	0.4	0.4
Manufacturing	69.3	8	-2.9	-4.0
Construction	65.8	8	1.2	1.9
Education and Training	61.2	7	-7.1	-10.4

## Educational attainment, South Australia (%)



## Age profile, South Australia (%)



## Current conditions (to January 2018)

Labour market conditions improved somewhat in South Australia over the year to January 2018, with employment increasing by 13,200. Full-time employment rose by 6,400 over the period, while part-time employment increased by 6,800. Reflecting the improvement in conditions, the state's unemployment rate decreased by 0.4 percentage points over the year, to 6.0%, although it remains above the national rate of 5.5%. While the participation rate rose by 0.4 percentage points to 62.6%, it remains well below the national rate of 65.6%.

Conditions for youth in South Australia have been weak over the year, with employment falling by 2,500 (or 2.0%), while the youth unemployment rate rose by 1.3 percentage points to 15.9% in January 2018, well above the national youth unemployment rate (of 12.3%).

## Outlook

The short-term outlook for the South Australian economy is relatively subdued. The South Australian Department of Treasury and Finance has forecast employment growth of 1% in 2018-19. Over the five years to May 2022, South Australian employment is projected to increase by 4.8% (well below the projected national growth of 7.8%).

South Australia has a relatively small workforce, with around 7% of national employment. Employment is concentrated in Greater Adelaide, which accounts for 78% of the state's employment.

Employment growth over the past five years was well below the national average. The largest number of new jobs created over this period was in Health Care and Social Assistance, followed by Transport, Postal and Warehousing and Agriculture, Forestry and Fishing. There were, however, job losses in 11 of the 19 industries, with the largest fall in Education and Training. Manufacturing, the third largest employing industry in South Australia, also recorded a fall in employment.

South Australian workers are less likely to have post-school qualifications than the national average. A smaller proportion have a bachelor degree or higher, although a slightly larger share hold a certificate III or higher vocational qualification.

A relatively large proportion of this workforce is aged 55 years or older and the median age is above the national average.

Workers in South Australia are more likely to be employed part-time than workers nationally.

### Quick fact

14% of SA workers are self-employed

## Employment by region, South Australia

Region	Employment			Part-time	Employment Profile			Workforce Educational Profile			Projected Employment 5 year change to May 2022
	Employ't Nov 2017	5 year change to Nov 2017			Female	Aged 15 to 24 years	Aged 55 years or older	Bachelor degree or higher	Cert III or higher VET qual	No post-school qual	
	'000	'000	%	%	%	%	%	%	%	%	%
Greater Adelaide	645.3	14.4	2.3	36	47	14	20	29	31	34	5.1
Barossa – Yorke – Mid North	50.3	0.5	0.9	35	44	12	28	14	35	42	2.6
South Australia – Outback	38.5	-1.5	-3.7	29	46	13	23	14	36	42	5.1
South Australia – South East	89.3	2.7	3.1	37	47	13	27	13	35	44	3.4
<b>South Australia<sup>1</sup></b>	<b>827.3</b>	<b>18.6</b>	<b>2.3</b>	<b>35</b>	<b>47</b>	<b>14</b>	<b>21</b>	<b>26</b>	<b>32</b>	<b>36</b>	<b>4.8</b>
<b>Australia</b>	<b>12,380.1</b>	<b>970.7</b>	<b>8.5</b>	<b>32</b>	<b>47</b>	<b>14</b>	<b>19</b>	<b>30</b>	<b>31</b>	<b>33</b>	<b>7.8</b>

1. Some data are trend and, for these, totals do not add

Sources: ABS, Labour Force (trend and annual averages of original data); ABS, Census of Population and Housing; Department of Jobs and Small Business, Regional Employment Projections; Department of Treasury and Finance, South Australian Government

## WESTERN AUSTRALIA

**1,334,600**  
EMPLOYED  
AT NOVEMBER 2017

**2.8%**  
SINCE  
NOVEMBER 2016

Projected to grow by  
**7.2%**  
over the 5 years to May 2022

**1.2%**  
SINCE  
NOVEMBER 2012

### REGIONAL



**22%**

**NO change**  
OVER 5 YRS

### FEMALE



**45%**

**1%pt**  
OVER 5 YRS

### HOLD POST SCHOOL QUAL



**66%**

**5%pts**  
OVER 5 YRS

### WORKING PART-TIME



**32%**

**4%pts**  
OVER 5 YRS

### MEDIAN AGE



**40 years**

**NO change**  
OVER 5 YRS

### Top 5 industries

Industry	Employ't	Share	5 year change	
	Nov 2017	of total	to Nov 2017	
	'000	%	'000	%
Health Care and Social Assistance	163.2	12	23.0	16.4
Construction	142.3	11	16.1	12.8
Retail Trade	130.5	10	-6.8	-5.0
Education and Training	116.5	9	17.5	17.6
Accommodation and Food Services	99.0	7	28.8	41.1

Western Australia is the fourth largest employing state, with employment highly concentrated in Perth. Over the past five years, Western Australia has had the weakest employment growth of any state or territory. This subdued growth was driven by the fall in employment in Mining (down by 32,700 or 26.9%) and Manufacturing (down by 22,600 or 24.7%). Labour market conditions, however, have improved more recently (see next column).

Western Australia has 41% of all Mining jobs and, despite the falls in employment noted above, this industry continues to be a major employing industry in this state (accounting for 7% of state jobs).

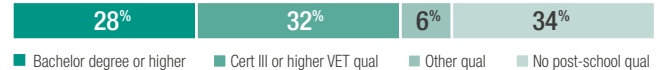
Accommodation and Food Services added the largest number of new jobs over the past five years, followed by Health Care and Social Assistance and Education and Training.

The age profile of the workforce is in line with the national average, although some areas have an older workforce, such as Western Australia – Wheat Belt (with 30% of workers aged 55 years or older, compared with 19% nationally).

#### Did you know?

Two in every five WA workers were born overseas

### Educational attainment, Western Australia (%)



### Age profile, Western Australia (%)



### Current conditions (to January 2018)

Labour market conditions in Western Australia strengthened over the year to January 2018, with employment increasing by 24,300. Full-time employment rose by 11,800 over the period, while part-time employment increased by 12,400. The state's unemployment rate decreased by 0.6 percentage points over the year to 5.7% in January 2018, although it remains above the national rate of 5.5%. The state's participation rate rose by 0.3 percentage points over the year to 68.0%, well above the national rate (of 65.6%).

Conditions for youth in Western Australia have, however, deteriorated over the year, with youth employment in the state declining by 10,100 (or 5.0%), while the state's youth unemployment rate increased by 1.5 percentage points to 13.5% in January 2018.

### Outlook

The short-term outlook for the Western Australian economy is for some modest improvement. The Western Australian Treasury has forecast employment growth of 1.5% in 2018–19, while the unemployment rate is expected to average 5.75% over the period. Over the five years to May 2022, employment in Western Australia is projected to increase by 7.2% (just below the projected national growth of 7.8%).

### Employment by region, Western Australia

Region	Employment				Employment Profile			Workforce Educational Profile			Projected Employment 5 year change to May 2022
	Employ't Nov 2017	5 year change to Nov 2017	Part-time	Female	Aged 15 to 24 years	Aged 55 years or older	Bachelor degree or higher	Cert III or higher VET qual	No post-school qual		
	'000	'000	%	%	%	%	%	%	%	%	%
Greater Perth	1,043.7	22.3	2.2	32	46	15	18	30	31	32	7.8
Bunbury	92.4	7.0	8.3	39	47	13	23	17	37	38	5.4
Western Australia - Outback	120.5	-5.2	-4.2	23	42	12	18	17	39	37	5.0
Western Australia - Wheat Belt	64.5	-0.8	-1.3	36	45	11	30	15	33	43	4.3
<b>Western Australia<sup>1</sup></b>	<b>1,334.6</b>	<b>16.4</b>	<b>1.2</b>	<b>32</b>	<b>45</b>	<b>14</b>	<b>19</b>	<b>28</b>	<b>32</b>	<b>34</b>	<b>7.2</b>
<b>Australia</b>	<b>12,380.1</b>	<b>970.7</b>	<b>8.5</b>	<b>32</b>	<b>47</b>	<b>14</b>	<b>19</b>	<b>30</b>	<b>31</b>	<b>33</b>	<b>7.8</b>

1. Some data are trend and, for these, totals do not add



# TASMANIA

**245,500**  
EMPLOYED  
AT NOVEMBER 2017

**2.8%**  
SINCE  
NOVEMBER 2016



**55%**  
NO change  
OVER 5 YRS



**48%**  
1%pt  
OVER 5 YRS



**63%**  
4%pts  
OVER 5 YRS



**37%**  
1%pt  
OVER 5 YRS



**43 years**  
1 year  
OVER 5 YRS

Projected to grow by  
**5.6%**  
over the 5 years to May 2022

**4.7%**  
SINCE  
NOVEMBER 2012

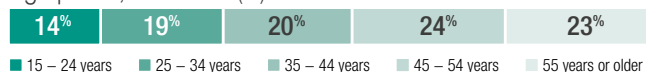
## Top 5 industries

Industry	Employ't	Share	5 year change	
	Nov 2017	of total	to Nov 2017	
	'000	%	'000	%
Health Care and Social Assistance	38.9	16	3.9	11.2
Retail Trade	28.3	12	4.5	18.9
Construction	20.1	8	3.1	18.3
Manufacturing	19.6	8	1.0	5.1
Education and Training	19.5	8	-3.0	-13.4

## Educational attainment, Tasmania (%)



## Age profile, Tasmania (%)



## Current conditions (to January 2018)

Labour market conditions improved in Tasmania over the year to January 2018, with employment increasing by 5,700. The rise in employment, however, was predominately due to an increase in part-time employment, up by 5,100, while full-time employment rose by a more modest 600. Against the stronger backdrop, the state's unemployment rate decreased by 0.4 percentage points over the year to 5.3% in January 2018, the lowest rate recorded since September 2011 and below the national rate (of 5.5%). While the participation rate in Tasmania increased by 0.7 percentage points over the year to 60.6%, it remains the lowest rate of any state or territory.

Conditions for youth in Tasmania also improved over the year, with employment increasing by 1,600 (or 4.4%), while the state's youth unemployment rate decreased by 2.1 percentage points, to 13.8% in January 2018.

## Outlook

The short-term outlook for the Tasmanian economy is relatively soft. The Tasmanian Treasury has forecast employment growth of 1% in 2018-19, while the unemployment rate is expected to average 5¾% over the period. Over the five years to May 2022, employment in Tasmania is projected to increase by 5.6% (below the projected national growth of 7.8%).

Tasmania is the smallest employing state. It is also the most regionally diverse state, with just 45% of jobs in Hobart. Employment growth over the past five years was well below the national average. The largest number of new jobs added over this period was in Retail Trade, followed by Health Care and Social Assistance. The largest job losses were in Education and Training and Wholesale Trade.

Tasmania has the oldest workforce of any state or territory, with 47% of its workers aged 45 years or older, although the proportion aged 15 to 24 years is in line with the national average.

Workers in this state are less likely to have completed post-school study than the national average, although they are more likely to have a certificate III or higher vocational qualification. Lower levels of post-school education are particularly evident in areas outside of Hobart.

This state has a relatively large share of part-time workers.

### Did you know?

Travelling to work by car is common in Tasmania (more than 70% of workers use this method of travel)

## Employment by region, Tasmania

Region	Employment			Part-time	Employment Profile			Workforce Educational Profile			Projected Employment
	Employ't Nov 2017	5 year change to Nov 2017			Female	Aged 15 to 24 years	Aged 55 years or older	Bachelor degree or higher	Cert III or higher VET qual	No post-school qual	
	'000	'000	%	%	%	%	%	%	%	%	%
Hobart	109.7	4.7	4.5	36	48	14	21	29	31	34	6.6
Launceston and North East	66.8	-0.5	-0.7	39	48	15	24	20	33	39	3.1
South East	16.8	1.4	8.9	41	46	11	29	18	35	39	6.0
West and North West	50.5	3.3	6.9	36	47	15	24	14	37	41	7.1
<b>Tasmania<sup>1</sup></b>	<b>245.5</b>	<b>11.0</b>	<b>4.7</b>	<b>37</b>	<b>48</b>	<b>14</b>	<b>23</b>	<b>23</b>	<b>33</b>	<b>37</b>	<b>5.6</b>
<b>Australia</b>	<b>12,380.1</b>	<b>970.7</b>	<b>8.5</b>	<b>32</b>	<b>47</b>	<b>14</b>	<b>19</b>	<b>30</b>	<b>31</b>	<b>33</b>	<b>7.8</b>

1. Some data are trend and, for these, totals do not add

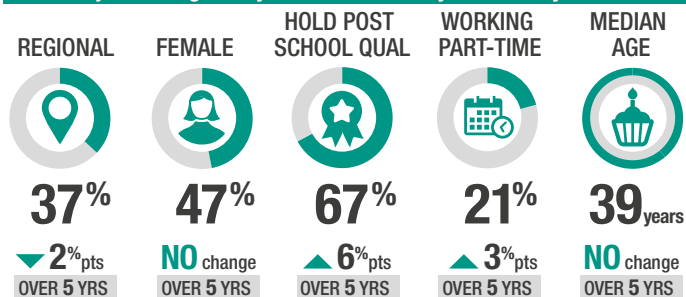
## NORTHERN TERRITORY

**134,900**  
EMPLOYED  
AT NOVEMBER 2017

**2.1%**  
SINCE  
NOVEMBER 2016

**4.8%**  
SINCE  
NOVEMBER 2012

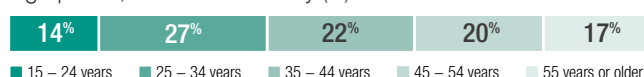
Projected to grow by **5.4%** over the 5 years to May 2022



Educational attainment, Northern Territory (%)



Age profile, Northern Territory (%)



The Northern Territory (NT) is the smallest labour market in Australia. Almost two thirds of jobs are in Darwin. Health Care and Social Assistance is the largest employing industry (19,600 workers), closely followed by Public Administration and Safety (19,400). Employment growth over the past five years was below the national average.

### Current conditions (to January 2018)

Labour market conditions weakened in the NT over the year to January 2018, with employment decreasing by 4,300. The fall in employment was due to a decline in full-time employment, down by 4,500, while part-time employment rose marginally. Reflecting the weaker conditions, the unemployment rate rose by 1.1 percentage points over the year to 4.6% (although it remains below the national rate of 5.5%), while the participation rate fell by 1.8 percentage points to 76.2% (but remains the highest rate in Australia).

Conditions for youth in the NT also softened over the year, with youth employment declining by 800 (or 3.9%). The youth unemployment rate rose by 1.0 percentage point to 8.6%, although it remains well below the national rate (12.3%).

### Outlook

The NT Treasury forecasts a 0.4% fall in employment in 2018–19, while the unemployment rate is expected to average 4.5% over the period. Over the five years to May 2022, employment in the NT is projected to grow by 5.4%.

### Employment by region, Northern Territory

Region	Employment			Employment Profile		Projected Employment 5 year change to May 2022
	Employ't Nov 2017	5 year change to Nov 2017	%	Aged 15 to 24 years	No post-school qual	
Darwin	84.5	10.4	14.0	14	32	6.6
NT – Outback	53.0	1.5	2.9	13	36	4.4
<b>Northern Territory<sup>1</sup></b>	<b>134.9</b>	<b>6.2</b>	<b>4.8</b>	<b>14</b>	<b>33</b>	<b>5.4</b>
<b>Australia</b>	<b>12,380.1</b>	<b>970.7</b>	<b>8.5</b>	<b>14</b>	<b>33</b>	<b>7.8</b>

1. Some data are trend and, for these, totals do not add

Sources: ABS, Labour Force (trend and annual averages of original data); ABS, Census of Population and Housing; Department of Jobs and Small Business, Regional Employment Projections; Department of Treasury and Finance, Northern Territory; ACT Treasury

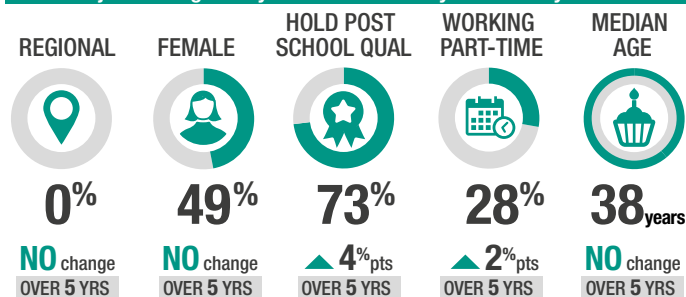
## AUSTRALIAN CAPITAL TERRITORY

**228,600**  
EMPLOYED  
AT NOVEMBER 2017

**3.9%**  
SINCE  
NOVEMBER 2016

**7.7%**  
SINCE  
NOVEMBER 2012

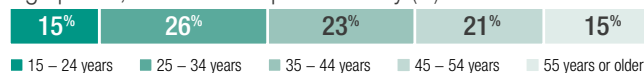
Projected to grow by **6.9%** over the 5 years to May 2022



Educational attainment, Australian Capital Territory (%)



Age profile, Australian Capital Territory (%)



The Australian Capital Territory (ACT) is a relatively small labour market. Employment growth over the past five years was below the national average. Public Administration and Safety is the largest employing industry (60,100 workers), followed by Professional, Scientific and Technical Services (26,600). The ACT has the most highly educated workforce in Australia (73% hold post-school qualifications).

### Current conditions (to January 2018)

Labour market conditions in the ACT strengthened over the year to January 2018, with employment rising by 10,600. Full-time employment rose by a robust 9,400, while part-time employment increased by 1,200. While the territory's unemployment rate rose by 0.3 percentage points over the year to 4.0%, it remains the lowest rate in Australia. The participation rate rose by 2.6 percentage points to 72.9% (well above the national rate).

Conditions for youth in the ACT weakened over the year, with employment decreasing by 100 (or 0.4%), while the territory's youth unemployment rate rose by 1.1 percentage points to 10.9% (but remains well below the national rate).

### Outlook

The ACT Treasury forecasts employment growth of 2% in 2018–19. Over the five years to May 2022, employment in the ACT is projected to grow by 6.9%.

#### Quick fact

More than 17% of ACT workers are combining work with study

### Employment by region, Australian Capital Territory

Region	Employment			Employment Profile		Projected Employment 5 year change to May 2022
	Employ't Nov 2017	5 year change to Nov 2017	%	Aged 15 to 24 years	No post-school qual	
ACT	228.6	16.3	7.7	15	27	6.9
<b>Australia</b>	<b>12,380.1</b>	<b>970.7</b>	<b>8.5</b>	<b>14</b>	<b>33</b>	<b>7.8</b>

## INDUSTRY OVERVIEW

### Which are the largest employing industries in Australia?

There are 19 broad industries. Five industries each provide more than 1 million jobs and, together, they account for around half of total employment. The five largest employing industries are

- Health Care and Social Assistance (1,663,900)
- Retail Trade (1,286,900)
- Construction (1,167,200)
- Professional, Scientific and Technical Services (1,033,000)
- Education and Training (1,024,300).

### Which industries have gained or lost jobs?

Over the five years to November 2017, about 1.2 million new jobs were created across 14 industries (although these were partly offset by job losses in others). The largest numbers of new jobs were created in

- Health Care and Social Assistance (up by 301,600)
- Construction (188,800)
- Education and Training (126,500).

Five industries recorded employment falls (although some subsectors within these industries had jobs growth). The largest losses were in

- Manufacturing (down by 58,800)
- Mining (52,900)
- Wholesale Trade (50,900).

The Department of Jobs and Small Business produces annual employment projections by industry for the following five years. For more information on the expected employment change by industry over the five years to May 2022 see the Industry Outlook on page 30.

### Which industries employ young people?

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

- Retail Trade (around 386,000)
- Accommodation and Food Services (385,000)
- Construction (175,000).

### Employment by industry

Industry	Employment			Employment Profile				Workforce Educational Profile			Projected Employment
	Employ't Nov 2017	5 year change to Nov 2017		Part-time	Female	Aged 15 to 24 years	Aged 55 years or older	Bachelor degree or higher	Cert III or higher VET qual	No post-school qual	5 year change to May 2022
	'000	'000	%	%	%	%	%	%	%	%	%
Accommodation and Food Services	896.1	108.4	13.8	60	55	43	10	14	25	55	11.2
Administrative and Support Services	401.2	7.6	1.9	44	51	11	21	21	30	41	8.4
Agriculture, Forestry and Fishing	324.5	21.7	7.2	27	30	10	37	12	28	52	-0.8
Arts and Recreation Services	248.3	36.6	17.3	50	49	25	16	29	27	38	9.9
Construction	1,167.2	188.8	19.3	15	12	15	16	10	54	32	10.9
Education and Training	1,024.3	126.5	14.1	40	71	9	23	62	20	14	12.0
Electricity, Gas, Water and Waste Services	136.7	-4.8	-3.4	8	24	6	19	27	42	26	-7.0
Financial and Insurance Services	420.7	4.0	1.0	17	49	7	14	46	24	25	5.6
Health Care and Social Assistance	1,663.9	301.6	22.1	44	78	9	23	45	31	18	16.1
Information Media and Telecommunications	215.0	-12.8	-5.6	21	41	12	14	44	24	27	3.3
Manufacturing	885.5	-58.8	-6.2	15	27	11	20	18	38	39	-4.2
Mining	216.5	-52.9	-19.6	5	15	5	14	22	46	28	2.4
Other Services	524.5	78.5	17.6	32	44	16	19	15	53	26	2.5
Professional, Scientific and Technical Services	1,033.0	114.4	12.5	23	43	8	17	59	20	17	12.5
Public Administration and Safety	740.5	44.9	6.5	20	49	6	20	39	33	23	9.3
Rental, Hiring and Real Estate Services	218.7	20.9	10.6	24	51	11	22	26	33	31	8.5
Retail Trade	1,286.9	81.4	6.8	50	56	30	15	16	24	54	3.7
Transport, Postal and Warehousing	646.8	64.0	11.0	21	22	7	25	16	31	46	6.5
Wholesale Trade	376.7	-50.9	-11.9	17	33	9	20	24	30	40	0.5
<b>All Industries<sup>1</sup></b>	<b>12,380.1</b>	<b>970.7</b>	<b>8.5</b>	<b>32</b>	<b>47</b>	<b>14</b>	<b>19</b>	<b>30</b>	<b>31</b>	<b>33</b>	<b>7.8</b>

1. Some data are trend and, for these, totals do not add

Sources: ABS, Labour Force (trend and annual averages of original data); ABS, Census of Population and Housing; Department of Jobs and Small Business, Industry Employment Projections

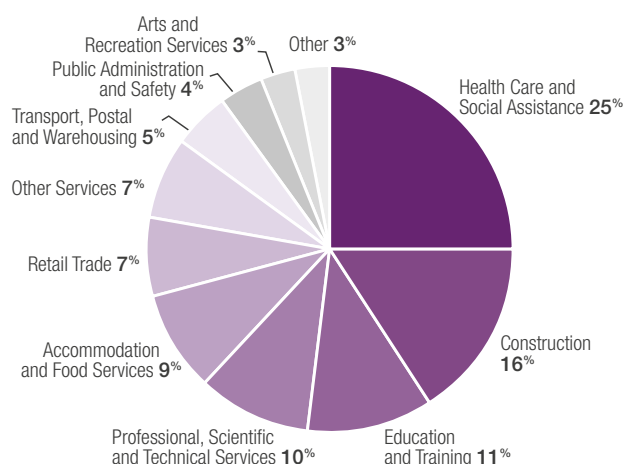
### Which industries generally require post-school education?

There are large differences in the educational profile of the workforces across industries. In some industries, large proportions of workers hold post-school qualifications. For many jobs in these industries, after school study is required. The most highly educated industries are

- Education and Training (86% hold post-school qualifications)
- Professional, Scientific and Technical Services (83%)
- Health Care and Social Assistance (82%).

There are other industries, however, which offer good employment opportunities for people who have not completed study after leaving school, such as Accommodation and Food Services and Retail Trade (see page 32 for more information).

Share of total new jobs, five years to November 2017 (%)



# AUSTRALIA'S CHANGING INDUSTRY STRUCTURE

Over the past the century, Australia's industry structure has undergone fundamental changes, moving from an economy that was highly dependent on agricultural produce and manufactured goods, to today's economy where service based industries are becoming increasingly important for employment.

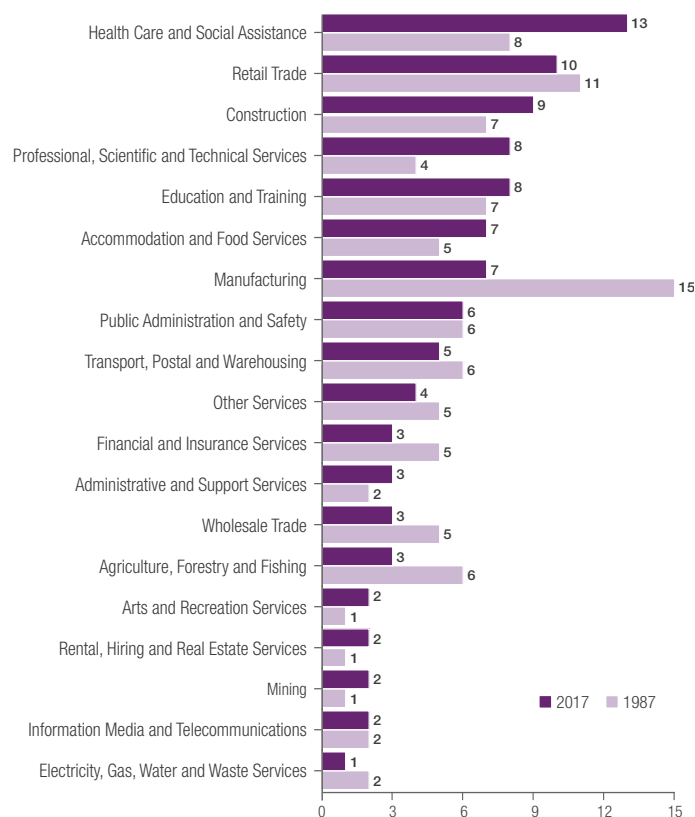
Three decades ago, Manufacturing was the largest employing industry in Australia, accounting for 15% of total employment. Today, it is the seventh largest and accounts for 7% of total employment. The decline in Manufacturing has been caused by many factors, including increased competition from overseas 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 1987, 6% of the workforce was employed in this industry, compared with 3% in 2017. This has been due to a combination of factors, including technology and automation. Nonetheless, this industry continues to employ more than 300,000 workers, particularly in regional areas.

The importance of the services sector to the economy has expanded rapidly in recent years, offsetting the falls in other industries. Today, more than three in every four Australian workers are employed in a service industry. Service industries can be considered to include all industries besides Manufacturing; Construction; Agriculture, Forestry and Fishing; Mining; and Electricity, Gas, Water and Waste Services, although, even within these industries, there are service components.

Much of the growth in the services sector has been driven by Health Care and Social Assistance. This industry has had strong employment growth, and with Australia's aging population requiring more care, and the roll-out of the National Disability Insurance Scheme, this is likely to continue. Professional, Scientific and Technical Services has also recorded strong employment growth, doubling its share of employment over the past 30 years.

Share of total employment, 2017 and 1987 (%)



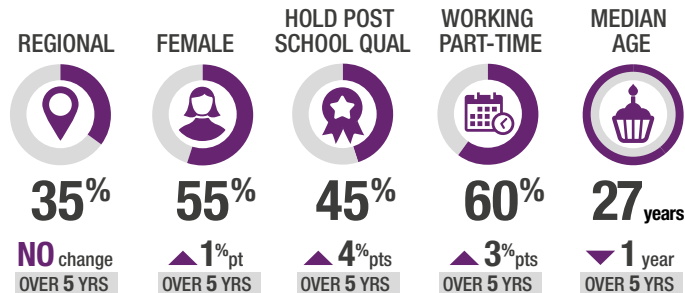
# ACCOMMODATION AND FOOD SERVICES

**896,100**  
EMPLOYED  
AT NOVEMBER 2017

**4.7%**  
SINCE  
NOVEMBER 2016

**13.8%**  
SINCE  
NOVEMBER 2012

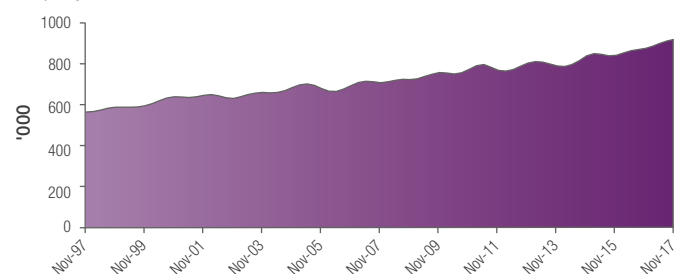
Projected to grow by **11.2%** over the **5 years** to May 2022



## Top 5 occupations

Occupation	This industry	All industries
Waiters	123,600	134,900
Kitchenhands	97,100	135,900
Bar Attendants and Baristas	93,400	111,500
General Sales Assistants	77,400	553,200
Chefs	76,400	94,600

Employment, Accommodation and Food Services ('000)



### Did you know?

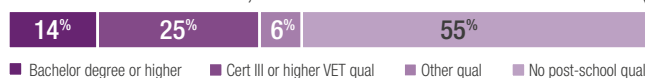
13% of Accommodation and Food Services workers are also attending secondary school

Accommodation and Food Services is a large and fast growing industry, with 108,400 new jobs added over the past five years.

Post-school qualifications are often not required and a large share of the workforce is aged 15 to 24 years. This industry also offers training opportunities, with 24,600 apprentices and trainees employed in 2017. Women have a relatively high share of employment in this industry and part-time employment is common.

Employment in this industry is expected to increase strongly over the five years to May 2022, up by 11.2%, supported by tourism and a growing café culture.

## Educational attainment, Accommodation and Food Services (%)



## Age profile, Accommodation and Food Services (%)



Sources: ABS, Labour Force (trend and annual averages of original data); ABS, Census of Population and Housing; NCVET, Apprentices and Trainees

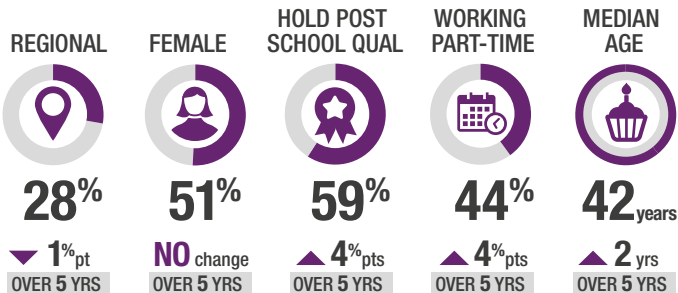
## ADMINISTRATIVE AND SUPPORT SERVICES

**401,200**  
EMPLOYED  
AT NOVEMBER 2017

**7.4%**  
SINCE  
NOVEMBER 2016

**1.9%**  
SINCE  
NOVEMBER 2012

Projected to grow by **8.4%** over the 5 years to May 2022



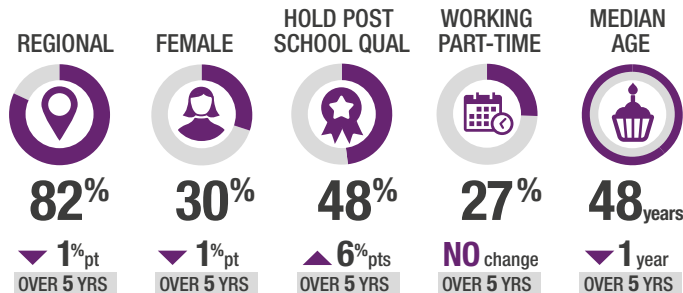
## AGRICULTURE, FORESTRY AND FISHING

**324,500**  
EMPLOYED  
AT NOVEMBER 2017

**10.1%**  
SINCE  
NOVEMBER 2016

**7.2%**  
SINCE  
NOVEMBER 2012

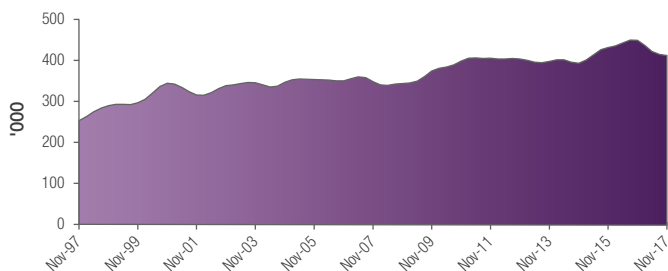
Projected to fall by **0.8%** over the 5 years to May 2022



### Top 5 occupations

Occupation	This industry	All industries
Commercial Cleaners	66,100	147,400
Domestic Cleaners	31,100	33,400
Human Resource Professionals	26,700	65,100
Gardeners	22,300	74,600
Tourism and Travel Advisers	22,200	26,200

Employment, Administrative and Support Services ('000)



This is a relatively small employing industry that offers services including travel, employment, building cleaning, pest control and gardening. There was a modest employment rise over the past five years, although job numbers have fallen over the last year.

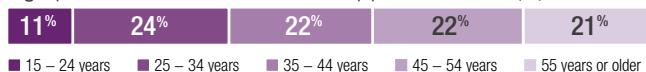
More than 40% of workers in this industry do not have post-school qualifications, so there are good opportunities for entry to the labour market. There are also training opportunities available, with around 26,600 apprentices and trainees employed in this industry in 2017.

Administrative and Support Services employment is projected to have above average growth over the five years to May 2022, driven by strong growth in the Building Cleaning, Pest Control and Other Support Services sector.

### Educational attainment, Administrative and Support Services (%)



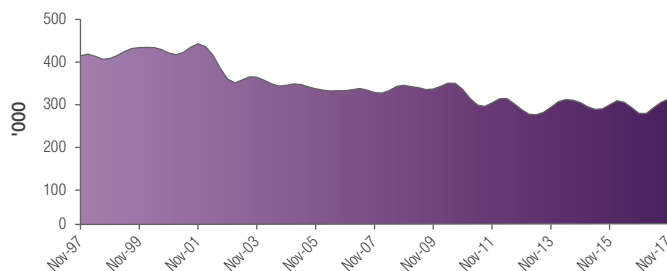
### Age profile, Administrative and Support Services (%)



### Top 5 occupations

Occupation	This industry	All industries
Livestock Farmers	70,900	77,500
Crop Farmers	39,700	41,700
Crop Farm Workers	26,100	26,500
Livestock Farm Workers	23,700	27,700
Mixed Crop and Livestock Farmers	23,200	23,500

Employment, Agriculture, Forestry and Fishing ('000)

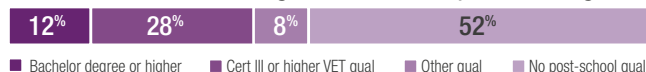


Agriculture, Forestry and Fishing employment has declined over the past 15 years but it continues to provide jobs for more than 300,000 workers, 82% of which are in regional Australia.

A relatively small proportion of workers in this industry hold post-school qualifications. Many skills are learned on the job, but the Vocational Education and Training sector also contributes to this industry's skills. This is a relatively old workforce but seasonal work provides opportunities for people of all ages.

Employment in this industry is projected to fall over the 5 years to May 2022. A relatively large share of jobs involve routine manual tasks which are more susceptible to automation.

### Educational attainment, Agriculture, Forestry and Fishing (%)



### Age profile, Agriculture, Forestry and Fishing (%)



Did you know? 35% of Agriculture, Forestry and Fishing workers are owner-managers, and a further 16% are working in a family business

Sources: ABS, Labour Force (trend and annual averages of original data); ABS, Census of Population and Housing; Department of Jobs and Small Business, Industry Employment Projections; NCVER, Apprentices and Trainees

## ARTS AND RECREATION SERVICES

# 248,300

EMPLOYED  
AT NOVEMBER 2017

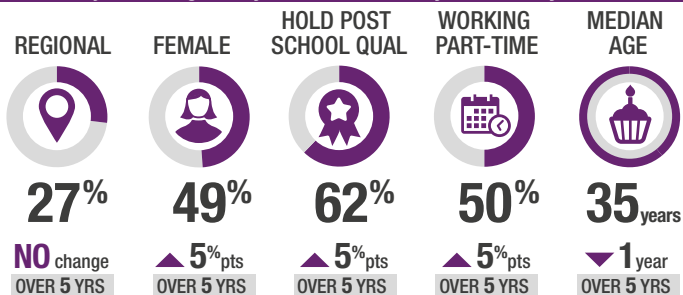
15.4%

SINCE  
NOVEMBER 2016

17.3%

SINCE  
NOVEMBER 2012

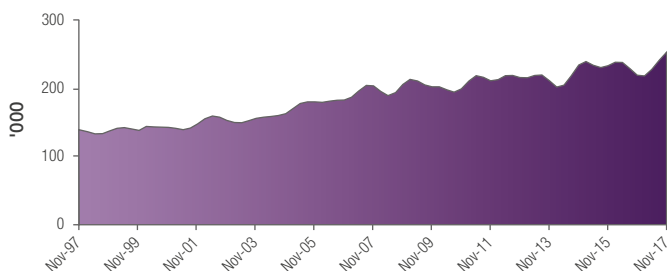
Projected to grow by **9.9%** over the 5 years to May 2022



### Top 5 occupations

Occupation	This industry	All industries
Sports Coaches, Instructors and Officials	19,200	44,500
Fitness Instructors	10,200	36,200
Amusement, Fitness and Sports Centre Managers	9,600	19,500
Greenkeepers	8,100	16,100
Sportspersons	7,400	11,100

### Employment, Arts and Recreation Services ('000)



Arts and Recreation Services is a relatively small but growing industry which employs workers in a range of activities including the operation of museums, casinos, parks and gardens, creative and performing arts, and professional and recreational sports.

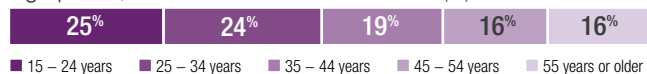
This is a relatively young workforce (25% are aged 15 to 24 years) and part-time work is common (50% of workers).

This industry is expected to have above average employment growth over the five years to May 2022, mostly driven by growth in the Sports and Recreation Activities sector.

### Educational attainment, Arts and Recreation Services (%)



### Age profile, Arts and Recreation Services (%)



#### Quick fact

21% of Arts and Recreation Services employees are combining work with study

## CONSTRUCTION

# 1,167,200

EMPLOYED  
AT NOVEMBER 2017

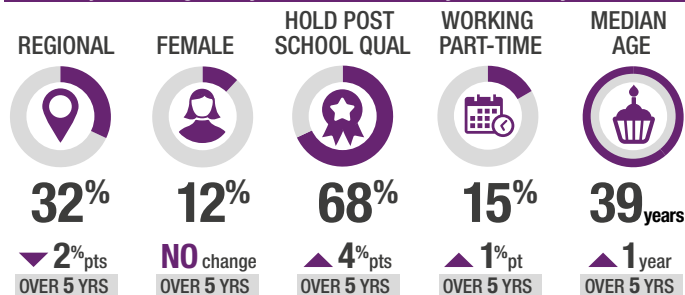
8.5%

SINCE  
NOVEMBER 2016

19.3%

SINCE  
NOVEMBER 2012

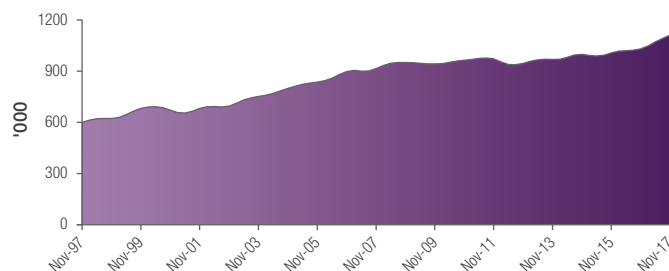
Projected to grow by **10.9%** over the 5 years to May 2022



### Top 5 occupations

Occupation	This industry	All industries
Carpenters and Joiners	106,000	131,900
Electricians	105,500	158,700
Plumbers	77,400	87,500
Construction Managers	74,800	102,300
Building and Plumbing Labourers	50,700	71,200

### Employment, Construction ('000)



Construction is a large employing industry and a significant number of new jobs were added over the past five years.

Technicians and Trades Workers account for 52% of those employed and more than half the workers in this industry hold a certificate III or higher vocational qualification.

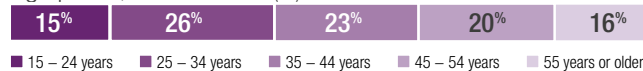
Around 16% of workers are Labourers, and there were around 81,600 apprentices and trainees employed in this industry in 2017, suggesting there are some good entry level opportunities.

Construction is projected to have above average employment growth over the five years to May 2022. Residential Construction employment is projected to continue to grow, although at a slower pace than it has during the past five years, and significant infrastructure investment is expected to underpin employment growth in the Engineering Construction sector.

### Educational attainment, Construction (%)



### Age profile, Construction (%)



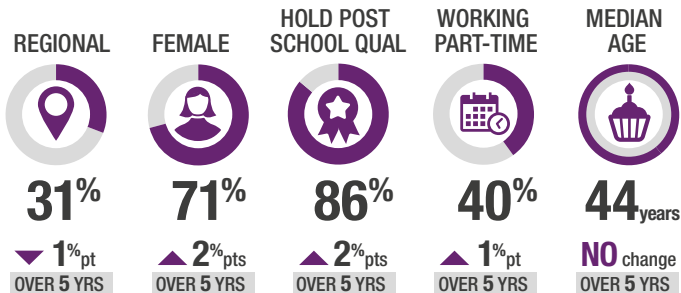
## EDUCATION AND TRAINING

**1,024,300**  
EMPLOYED  
AT NOVEMBER 2017

**5.5%**  
SINCE  
NOVEMBER 2016

**14.1%**  
SINCE  
NOVEMBER 2012

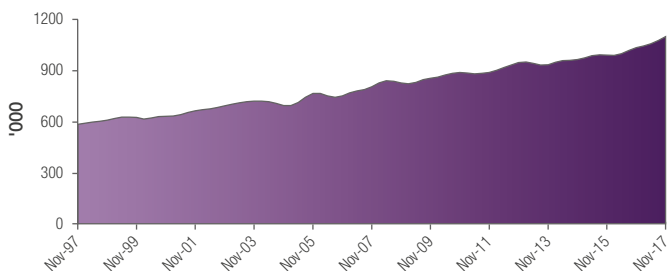
Projected to grow by **12.0%** over the 5 years to May 2022



### Top 5 occupations

Occupation	This industry	All industries
Primary School Teachers	156,800	158,900
Secondary School Teachers	131,000	131,600
Education Aides	87,500	97,000
University Lecturers and Tutors	48,900	50,100
Private Tutors and Teachers	40,100	45,800

Employment, Education and Training ('000)



#### Did you know?

More than one third of Education and Training workers also complete volunteer work

Education and Training is a large and fast growing industry. A significant share is female and part-time work is common. The workforce is highly educated and university education is often required.

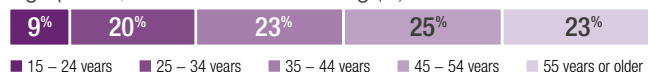
A large proportion of these workers are aged 55 years or older, suggesting retirements will create many opportunities in the industry over the next decade.

Education and Training employment is projected to increase strongly over the five years to May 2022, influenced by growth in the school aged population, continued strength in international education and growing demand for adult and community education.

### Educational attainment, Education and Training (%)



### Age profile, Education and Training (%)



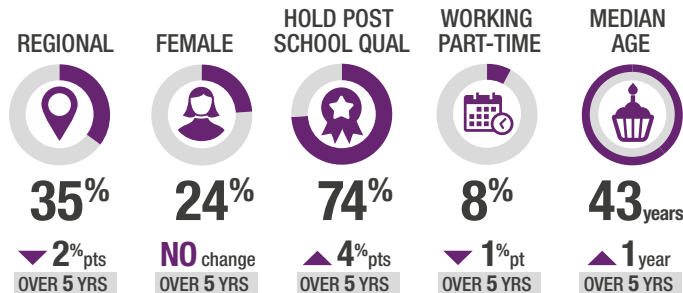
## ELECTRICITY, GAS, WATER AND WASTE SERVICES

**136,700**  
EMPLOYED  
AT NOVEMBER 2017

**5.0%**  
SINCE  
NOVEMBER 2016

**3.4%**  
SINCE  
NOVEMBER 2012

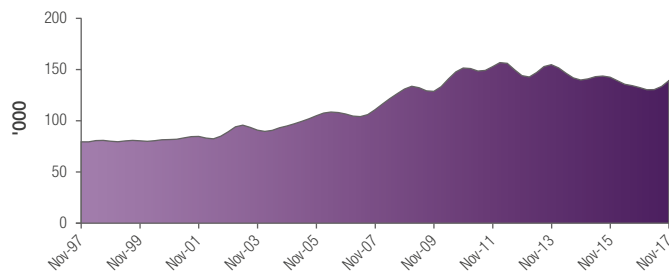
Projected to fall by **7.0%** over the 5 years to May 2022



### Top 5 occupations

Occupation	This industry	All industries
Truck Drivers	12,800	208,300
Electricians	8,800	158,700
Electrical Engineers	5,000	17,900
Electrical Distribution Trades Workers	4,600	9,800
Contract, Program and Project Administrators	4,500	121,100

Employment, Electricity, Gas, Water and Waste Services ('000)



Electricity, Gas, Water and Waste Services is a small employing industry. Employment fell over the past five years, with the majority of losses in the Electricity Supply sector. There has, though, been a slight rise in industry employment over the past year.

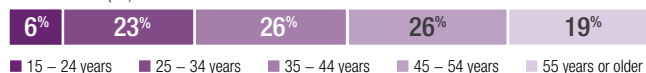
This workforce is highly skilled, with 42% having a certificate III or higher vocational qualification and 27% holding a bachelor degree or higher. Only 6% of workers in this industry are young, reflecting the training requirements. Apprentice and trainee numbers in this industry have more than halved over the past decade, but there continue to be some opportunities, with around 5,000 in training in 2017.

Employment in this industry is projected to fall over the five years to May 2022.

### Educational attainment, Electricity, Gas, Water and Waste Services (%)



### Age profile, Electricity, Gas, Water and Waste Services (%)



Sources: ABS, Labour Force (trend and annual averages of original data); ABS, Census of Population and Housing; Department of Jobs and Small Business, Industry Employment Projections; NCVER, Apprentices and Trainees

## FINANCIAL AND INSURANCE SERVICES

# 420,700

EMPLOYED  
AT NOVEMBER 2017

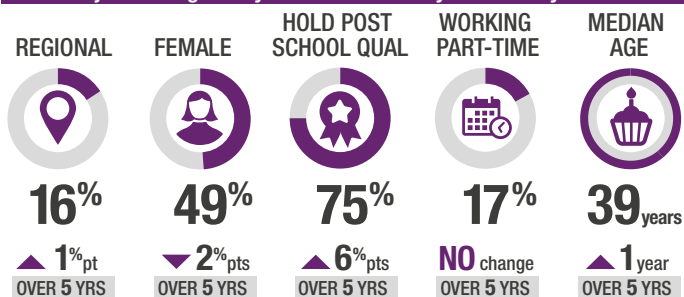
3.5%

SINCE  
NOVEMBER 2016

1.0%

SINCE  
NOVEMBER 2012

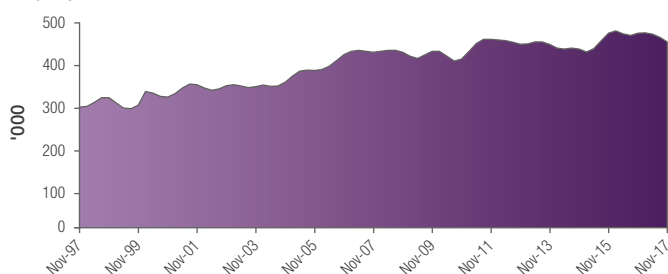
Projected to grow by **5.6%** over the 5 years to May 2022



### Top 5 occupations

Occupation	This industry	All industries
Bank Workers	52,500	53,200
Financial Investment Advisers and Managers	41,000	50,300
Financial Brokers	29,800	34,400
Credit and Loans Officers	24,000	27,500
Insurance, Money Market and Statistical Clerks	23,700	29,400

Employment, Financial and Insurance Services ('000)



### Quick fact

More than one in four Financial and Insurance Services employees travel to work by train

Financial and Insurance Services employs 420,700 people. New South Wales has the largest share of this workforce (42%) and jobs are concentrated in capital cities. Employment growth was subdued over the past five years.

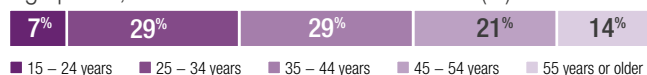
Workers in this industry are generally highly qualified. Almost all jobs are for Professionals, Clerical and Administrative Workers and Managers. A small share of this workforce is aged 15 to 24 years, reflecting the time it takes to attain the qualification often required for work in this industry.

Financial and Insurance Services employment is projected to rise by 5.6% over the five years to May 2022.

Educational attainment, Financial and Insurance Services (%)



Age profile, Financial and Insurance Services (%)



## HEALTH CARE AND SOCIAL ASSISTANCE

# 1,663,900

EMPLOYED  
AT NOVEMBER 2017

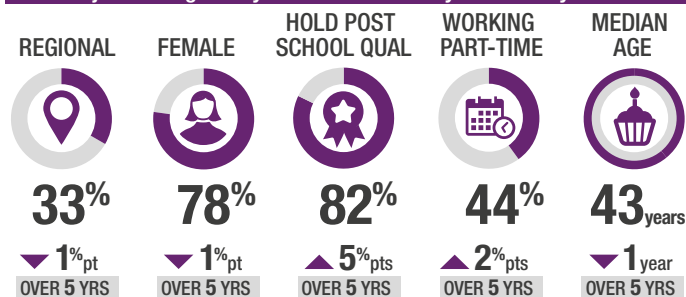
8.0%

SINCE  
NOVEMBER 2016

22.1%

SINCE  
NOVEMBER 2012

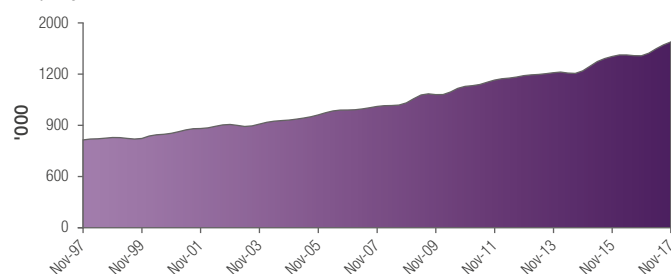
Projected to grow by **16.1%** over the 5 years to May 2022



### Top 5 occupations

Occupation	This industry	All industries
Registered Nurses	260,300	279,300
Aged and Disabled Carers	153,200	171,000
Child Carers	114,700	162,400
Nursing Support and Personal Care Workers	89,200	92,600
Receptionists	83,800	180,700

Employment, Health Care and Social Assistance ('000)



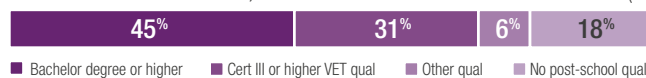
This is Australia's largest and fastest growing industry. This is a highly educated workforce and large shares are employed as Professionals (42%) or Community and Personal Service Workers (31%).

The strong employment growth in this industry has been accompanied by a rise in the number of people studying Health, with post school education commonly required. In 2016, there were 206,000 university enrolments in Health (up by 40% over five years) and 296,000 in the Vocational Educational and Training sector.

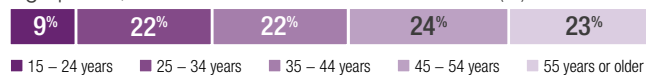
A high proportion of this industry's workforce is aged 55 years or older, suggesting that retirements will provide significant opportunities over the next decade.

Health Care and Social Assistance is projected to have the strongest employment growth of any industry over the five years to May 2022, supported by the implementation of the National Disability Insurance Scheme and Australia's ageing population.

Educational attainment, Health Care and Social Assistance (%)



Age profile, Health Care and Social Assistance (%)



Sources: ABS, Labour Force (trend and annual averages of original data); ABS, Census of Population and Housing; Department of Jobs and Small Business, Industry Employment Projections; Department of Education and Training, Higher Education Statistics; NCVET, Total VET Students and Courses



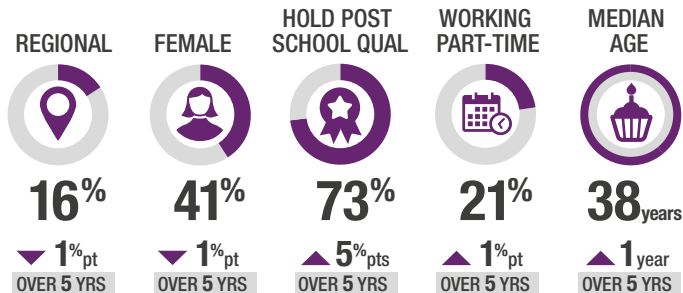
## INFORMATION MEDIA AND TELECOMMUNICATIONS

**215,000**  
EMPLOYED  
AT NOVEMBER 2017

**2.2%**  
SINCE  
NOVEMBER 2016

**5.6%**  
SINCE  
NOVEMBER 2012

Projected to grow by **3.3%** over the 5 years to May 2022



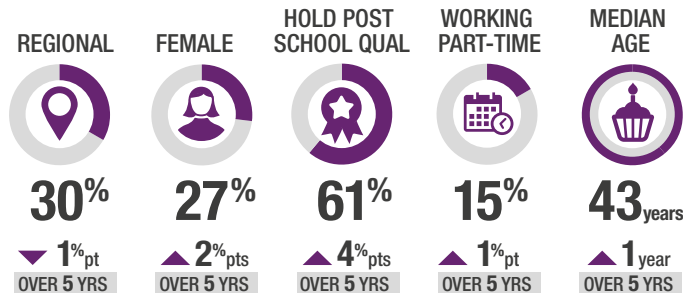
## MANUFACTURING

**885,500**  
EMPLOYED  
AT NOVEMBER 2017

**4.5%**  
SINCE  
NOVEMBER 2016

**6.2%**  
SINCE  
NOVEMBER 2012

Projected to fall by **4.2%** over the 5 years to May 2022



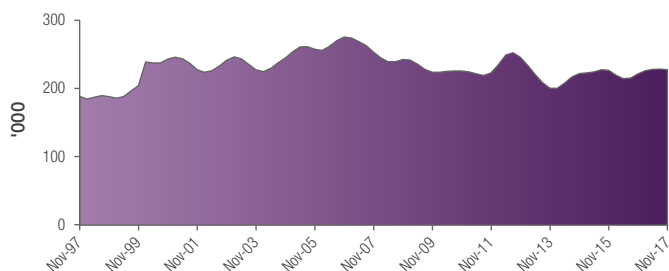
### Top 5 occupations

Occupation	This industry	All industries
Journalists and Other Writers	16,000	27,100
Telecommunications Trades Workers	12,400	17,700
Film, Television, Radio and Stage Directors	9,200	13,300
Artistic Directors, and Media Producers and Presenters	8,800	12,900
Telecommunications Engineering Professionals	8,400	10,700

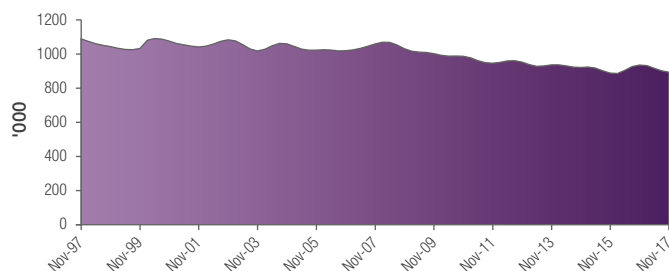
### Top 5 occupations

Occupation	This industry	All industries
Structural Steel and Welding Trades Workers	45,200	79,900
Production Managers	34,500	52,400
Metal Fitters and Machinists	28,300	108,600
Packers	28,200	62,500
Food and Drink Factory Workers	25,800	28,700

Employment, Information Media and Telecommunications ('000)



Employment, Manufacturing ('000)



Information Media and Telecommunications is a small employing, but diverse industry that includes businesses engaged in newspaper and Internet publishing, television and radio broadcasting, and telecommunications infrastructure and networks. Employment is concentrated in metropolitan areas, particularly Sydney and Melbourne.

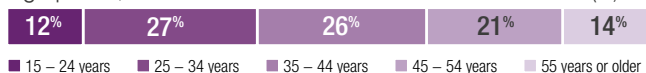
The workforce is relatively skilled and post-school qualifications are often required. Around 44% of workers are Professionals, 16% are Clerical and Administrative Workers, 14% are Technicians and Trades Workers and 14% are Managers.

This industry is projected to have below average employment growth over the five years to May 2022 (up by 3.3%, compared with 7.8% across all industries).

### Educational attainment, Information Media and Telecommunications (%)



### Age profile, Information Media and Telecommunications (%)



### Quick fact

More than one third of Manufacturing workers were born overseas

Manufacturing employment fell over the past five years, continuing a long term decline. Nonetheless, this industry continues to employ a significant number of Australians and there have been new jobs created in some sectors such as Fabricated Metal Product Manufacturing (up by 31,000), Wood Product Manufacturing (10,200) and Food Product Manufacturing (9,600).

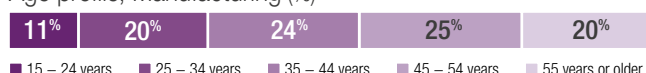
Holding a certificate III or higher vocational qualification is common in this industry, and there are opportunities to undertake training (with 23,700 apprentices and trainees employed in this industry in 2017).

Manufacturing employment is projected to fall over the five years to May 2022 (down by 4.2%).

### Educational attainment, Manufacturing (%)



### Age profile, Manufacturing (%)



Sources: ABS, Labour Force (trend and annual averages of original data); ABS, Census of Population and Housing; Department of Jobs and Small Business, Industry Employment Projections; NCVER, Apprentices and Trainees

## MINING

216,500

EMPLOYED  
AT NOVEMBER 2017

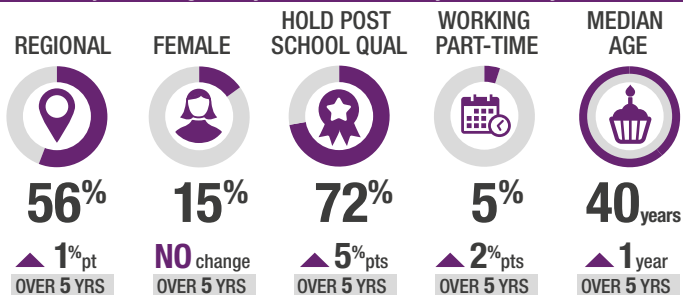
3.1%

SINCE  
NOVEMBER 2016

19.6%

SINCE  
NOVEMBER 2012

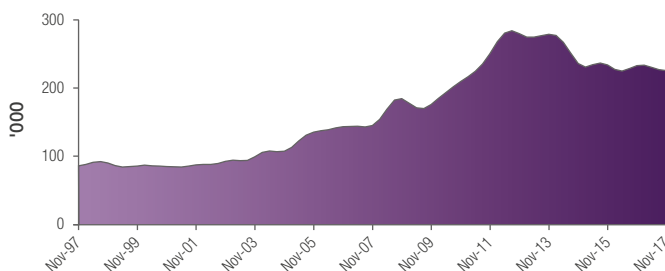
Projected to grow by 2.4% over the 5 years to May 2022



## Top 5 occupations

Occupation	This industry	All industries
Drillers, Miners and Shot Firers	47,200	54,600
Metal Fitters and Machinists	22,400	108,600
Truck Drivers	10,900	208,300
Other Building and Engineering Technicians	10,200	20,400
Electricians	8,700	158,700

## Employment, Mining ('000)



Mining is an important industry in terms of its export revenue, but only provides around 2% of Australia's jobs. Employment is concentrated in Western Australia and Queensland. Employment fell over the past five years, although it remains relatively high by historical standards.

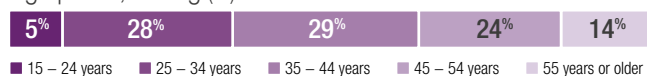
Around 34% of workers in this industry are Machinery Operators and Drivers, 28% are Technicians and Trades Workers and 16% are Professionals. Post-school education is often required (46% of workers have a certificate III or higher vocational qualification and 22% have a bachelor degree or higher).

Mining is projected to have modest employment growth over the five years to May 2022 (up by 2.4%).

## Educational attainment, Mining (%)



## Age profile, Mining (%)



## OTHER SERVICES

524,500

EMPLOYED  
AT NOVEMBER 2017

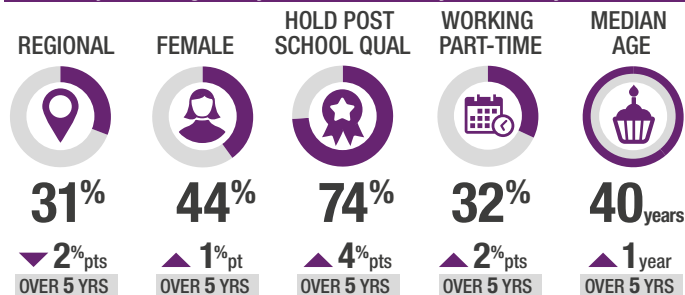
9.3%

SINCE  
NOVEMBER 2016

17.6%

SINCE  
NOVEMBER 2012

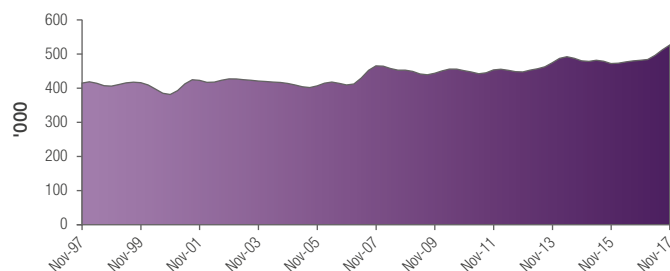
Projected to grow by 2.5% over the 5 years to May 2022



## Top 5 occupations

Occupation	This industry	All industries
Motor Mechanics	64,200	109,900
Hairdressers	58,300	60,600
Beauty Therapists	35,700	41,700
Ministers of Religion	17,500	19,300
Panelbeaters	15,100	15,900

## Employment, Other Services ('000)



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 over the past five years.

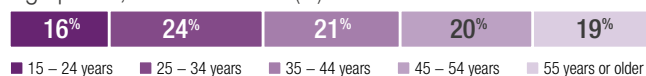
Around 46% of workers are Technicians and Trades Workers. Accordingly, the Vocational, Education and Training sector is the key provider of skills (53% of workers hold a certificate III or higher vocational qualification). Entry is often through an apprenticeship or traineeship and there were 26,000 apprentices and trainees in this industry in 2017.

This industry is projected to have modest employment growth over the five years to May 2022 (up by 2.5%).

## Educational attainment, Other Services (%)



## Age profile, Other Services (%)



## Did you know?

Mining workers often travel to remote areas for work, with fly-in, fly-out (FIFO) arrangements common

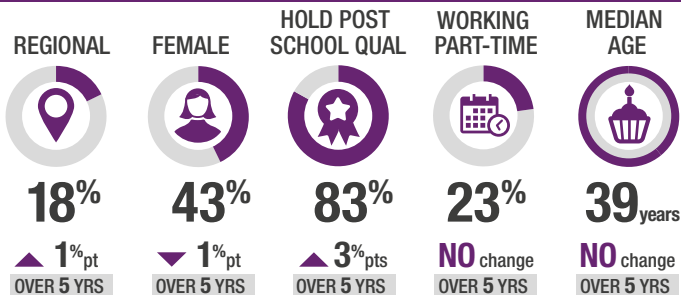
## PROFESSIONAL, SCIENTIFIC AND TECHNICAL SERVICES

**1,033,000** EMPLOYED AT NOVEMBER 2017

**0.2%** SINCE NOVEMBER 2016

**12.5%** SINCE NOVEMBER 2012

Projected to grow by **12.5%** over the 5 years to May 2022



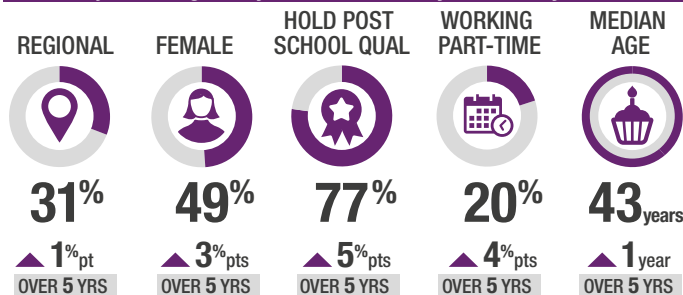
## PUBLIC ADMINISTRATION AND SAFETY

**740,500** EMPLOYED AT NOVEMBER 2017

**6.1%** SINCE NOVEMBER 2016

**6.5%** SINCE NOVEMBER 2012

Projected to grow by **9.3%** over the 5 years to May 2022



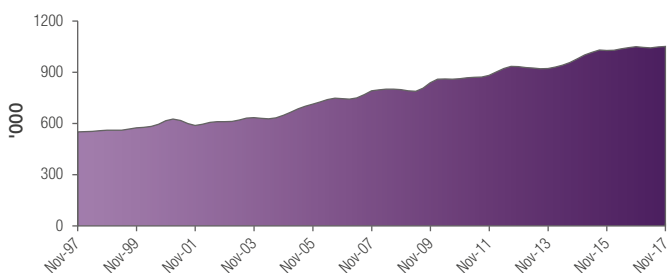
### Top 5 occupations

Occupation	This industry	All industries
Accountants	90,500	184,800
Software and Applications Programmers	65,000	109,100
Solicitors	57,600	73,100
Graphic and Web Designers, and Illustrators	32,100	61,100
Advertising and Marketing Professionals	30,400	87,400

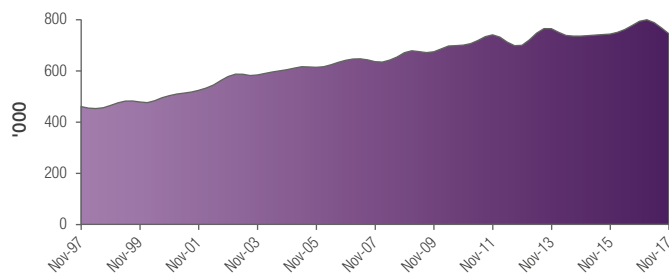
### Top 5 occupations

Occupation	This industry	All industries
Police	59,700	60,400
General Clerks	50,700	235,600
Security Officers and Guards	39,900	60,100
Contract, Program and Project Administrators	31,500	121,100
Inspectors and Regulatory Officers	23,600	30,800

Employment, Professional, Scientific and Technical Services ('000)



Employment, Public Administration and Safety ('000)



This is a large and diverse industry, and includes activities such as legal and accounting services, veterinary services, and computer system design. Employment increased strongly over the past five years, with particularly strong growth in Computer System Design and Related Services.

Public Administration and Safety includes government administration, and services that maintain or enforce public order and regulations. There was subdued employment growth over the past five years but employment has fallen over the last year. The ACT (which is the location of the majority of the Australian Government's administration) has a relatively high share of this industry's employment.

This is a highly skilled workforce and higher education is often required. More than half the workers in this industry are Professionals.

This workforce is highly skilled (more than three quarters hold post-school qualifications), relatively old (just 6% are aged 15 to 24 years) and full-time work is common.

Strong employment growth is projected for this industry over the five years to May 2022, reflecting ongoing strength in the demand for the services of highly educated workers throughout the economy.

Public Administration and Safety employment is projected to increase by 9.3% over the five years to May 2022.

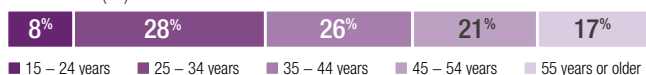
### Educational attainment, Professional, Scientific and Technical Services (%)



### Educational attainment, Public Administration and Safety (%)



### Age profile, Employment, Professional, Scientific and Technical Services (%)



### Age profile, Public Administration and Safety (%)



Quick fact: It is relatively common for Professional, Scientific and Technical Services employees to work from home (13% in 2016 Census)

Sources: ABS, Labour Force (trend and annual averages of original data); ABS, Census of Population and Housing; Department of Jobs and Small Business, Industry Employment Projections

## RENTAL, HIRING AND REAL ESTATE SERVICES

**218,700**  
EMPLOYED

AT NOVEMBER 2017

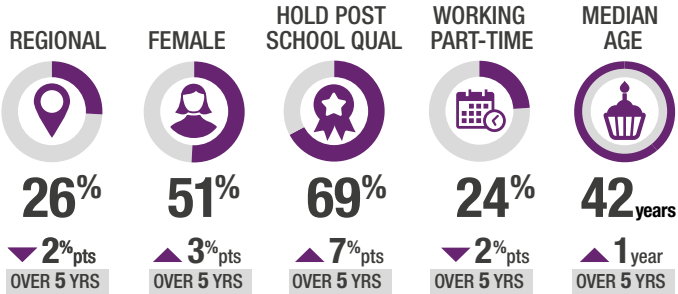
**0.2%**

SINCE  
NOVEMBER 2016

**10.6%**

SINCE  
NOVEMBER 2012

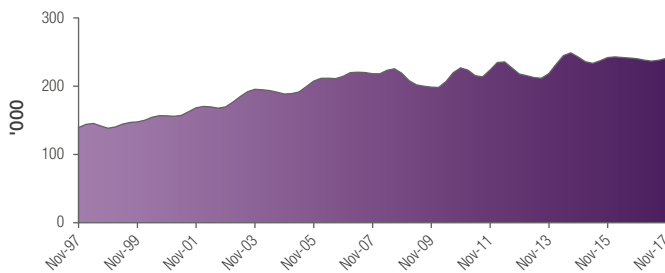
Projected to grow by **8.5%** over the 5 years to May 2022



### Top 5 occupations

Occupation	This industry	All industries
Real Estate Sales Agents	86,200	102,400
Land Economists and Valuers	7,200	10,000
Other Hospitality, Retail and Service Managers	6,900	71,700
Receptionists	6,700	180,700
General Clerks	6,300	235,600

Employment, Rental, Hiring and Real Estate Services ('000)



Rental, Hiring and Real Estate Services is a small employing industry. There was strong employment growth over the past five years, although growth was more subdued over the last year. Almost half of the workers in this industry are Sales Workers, with Real Estate Agents accounting for a significant share.

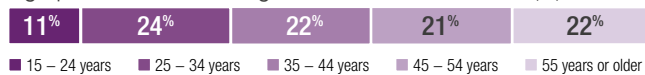
The workforce is relatively old and young people (aged 15 to 24 years) account for just 11% of employment. Post-school qualifications are often required.

Rental, Hiring and Real Estate Services employment is projected to grow by 8.5% over the five years to May 2022, with growth projected to be driven by rising employment in the Property Operators and Real Estate Services sector.

### Educational attainment, Rental, Hiring and Real Estate Services (%)



### Age profile, Rental, Hiring and Real Estate services (%)



## RETAIL TRADE

**1,286,900**  
EMPLOYED

AT NOVEMBER 2017

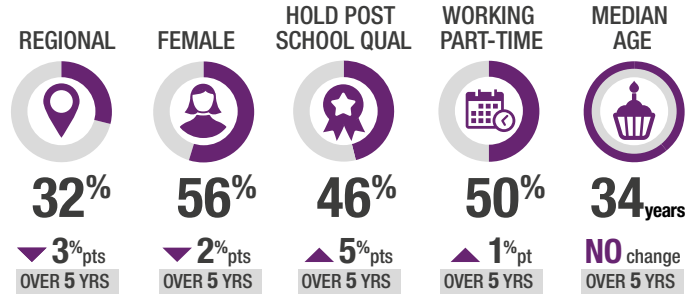
**4.9%**

SINCE  
NOVEMBER 2016

**6.8%**

SINCE  
NOVEMBER 2012

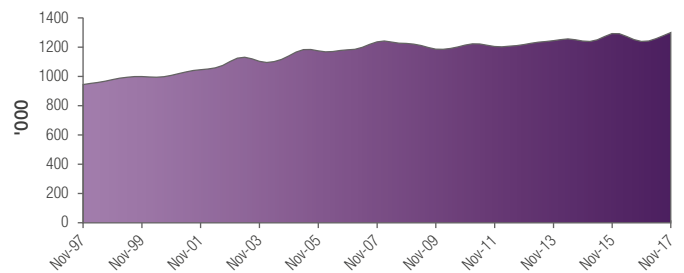
Projected to grow by **3.7%** over the 5 years to May 2022



### Top 5 occupations

Occupation	This industry	All industries
General Sales Assistants	390,000	553,200
Retail Managers	154,500	237,700
Checkout Operators and Office Cashiers	113,900	141,600
Shelf Fillers	66,100	67,100
Pharmacy Sales Assistants	33,500	33,700

Employment, Retail Trade ('000)



Retail Trade is Australia's second largest employing industry. Employment increased by 6.8% (or 81,400) over the past five years.

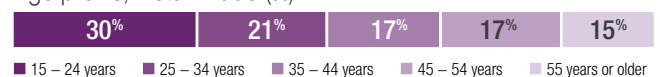
This industry offers good opportunities for young people to enter the labour market. A large share is aged 15 to 24 years and post-school qualifications are often not necessary. Part-time work is common.

Retail Trade employment is projected to increase by 3.7% over the five years to May 2022. Population growth is expected to sustain employment rises in some non-discretionary goods sectors (such as the Supermarket and Grocery Stores sector). By contrast, employment in the Department Stores sector is expected to fall, which is particularly dependent on growth in discretionary consumption and is susceptible to online competition.

### Educational attainment, Retail Trade (%)



### Age profile, Retail Trade (%)

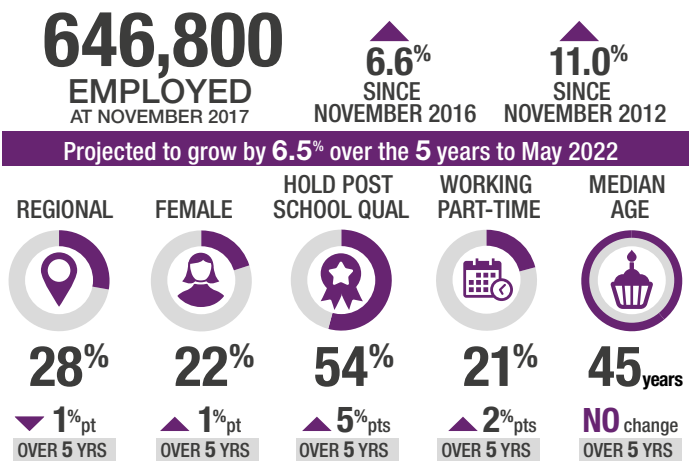


### Quick fact

12% of Retail Trade workers are also studying at university

Sources: ABS, Labour Force (trend and annual averages of original data); ABS, Census of Population and Housing; Department of Jobs and Small Business, Industry Employment Projections

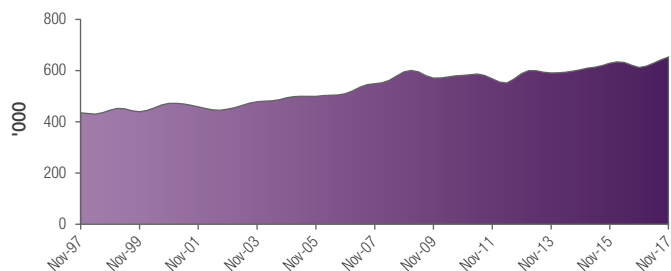
## TRANSPORT, POSTAL AND WAREHOUSING



### Top 5 occupations

Occupation	This industry	All industries
Truck Drivers	114,900	208,300
Automobile Drivers	51,800	57,000
Couriers and Postal Deliverers	37,500	43,600
Bus and Coach Drivers	37,500	42,900
Storepersons	31,800	123,300

Employment, Transport, Postal and Warehousing ('000)



Almost half the jobs in this industry are for Machinery Operators and Drivers and many of the top employing occupations are driving jobs. Employment in this industry increased strongly over past five years.

A large share of this workforce has not completed post-school study, although nearly one third hold a certificate III or higher vocational qualification.

The industry's workforce is relatively old, with around one in four workers aged 55 years or older. Just 7% are aged 15 to 24 years.

Transport, Postal and Warehousing employment is projected to grow by 6.5% over the five years to May 2022.

### Educational attainment, Transport, Postal and Warehousing (%)

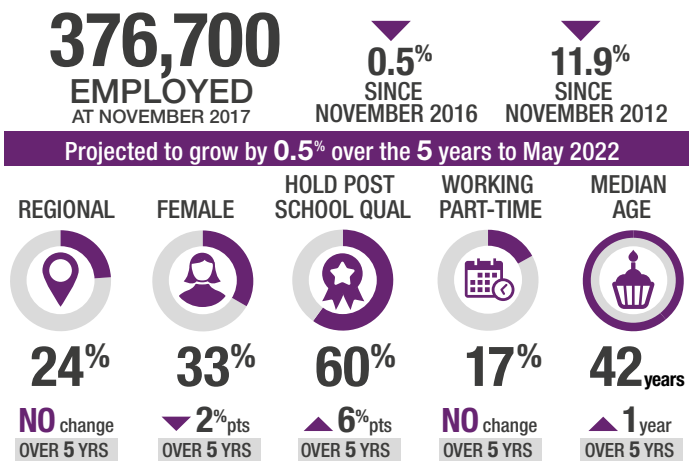


### Age profile, Transport, Postal and Warehousing (%)



**Did you know?**  
More than one third of Transport, Postal and Warehousing workers were born overseas

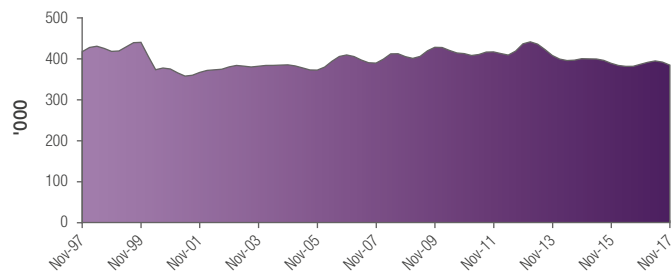
## WHOLESALE TRADE



### Top 5 occupations

Occupation	This industry	All industries
Storepersons	27,200	123,300
Sales Representatives	24,900	84,800
Advertising, Public Relations and Sales Managers	17,800	128,500
Purchasing and Supply Logistics Clerks	16,600	92,500
General Sales Assistants	16,100	553,200

Employment, Wholesale Trade ('000)



This is a small employing industry and employment fell over the past five years.

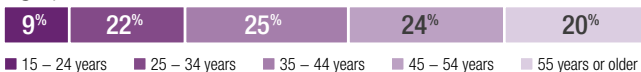
This industry has a lower skill profile, with around 40% of workers not holding post-school qualifications. More than half of the jobs are for Clerical and Administrative Workers, Sales Workers or Machinery Operators and Drivers. Accordingly, the industry provides good entry level opportunities. That said, a relatively low share of workers are aged 15 to 24 years.

Wholesale Trade is projected to have subdued employment growth over the five years to May 2022.

### Educational attainment, Wholesale Trade (%)



### Age profile, Wholesale Trade (%)



Sources: ABS, Labour Force (trend and annual averages of original data); ABS, Census of Population and Housing; Department of Jobs and Small Business, Industry Employment Projections

## OCCUPATION OVERVIEW

### In which occupations do Australians work?

Many people considering training and employment think in terms of occupations. From an early age, we identify with occupations, like Hairdresser or Truck Driver. Few people, however, recognise the wide range of occupations and employment opportunities available in the Australian labour market. The Occupation Matrix on page 40 includes data for around 350 occupations covering the whole labour market.

Occupations can be grouped into eight major occupation groups according to their skill level and skill type. The largest (and one of the most highly skilled) is Professionals, which accounts for almost one in four Australian workers (or more than 2.9 million).

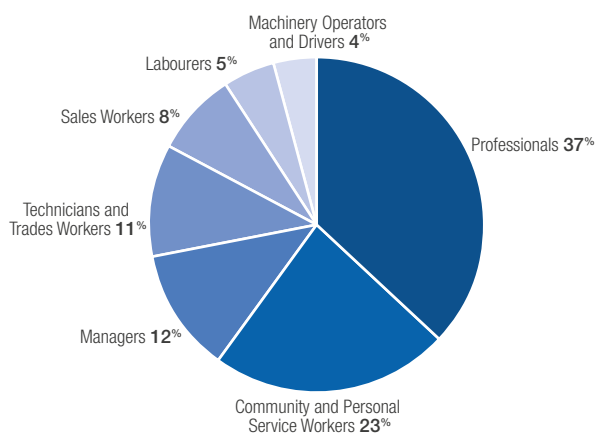
The next two largest occupation groups are Technicians and Trades Workers (almost 1.8 million workers) and Clerical and Administrative Workers (more than 1.6 million).

The most highly skilled groups are Managers, Professionals and Technicians and Trades Workers (significant 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 these workers hold post-school qualifications).

Many factors differentiate occupations, including tasks, educational requirements and the main employing industries. For example, if you are a Medical Practitioner, you will have a higher education qualification and you are very likely to work in the Health Care and Social Assistance industry.

More information is available at [joboutlook.gov.au](http://joboutlook.gov.au).

Share of total new jobs, five years to November 2017 (%)



### Employment by occupation group

Occupation group	Employment			Employment Profile				Workforce Educational Profile			Projected Employment
	Employ't Nov 2017	5 year change to Nov 2017	%	Part-time	Female	Aged 15 to 24 years	Aged 55 years or older	Bachelor degree or higher	Cert III or higher VET qual	No post-school qual	5 year change to May 2022
	'000	'000	%	%	%	%	%	%	%	%	%
Managers	1,542.9	118.2	8.3	14	37	4	24	37	30	28	7.8
Professionals	2,914.1	375.0	14.8	26	55	6	19	75	14	8	12.1
Technicians and Trades Workers	1,773.4	110.7	6.7	15	14	16	16	8	64	23	4.8
Community and Personal Service Workers	1,331.4	234.3	21.4	55	69	24	15	18	42	32	19.2
Clerical and Administrative Workers	1,666.1	-18.4	-1.1	37	75	10	22	23	30	40	1.7
Sales Workers	1,155.5	88.4	8.3	56	61	36	14	13	22	57	3.6
Machinery Operators and Drivers	799.5	43.1	5.7	16	9	9	25	6	30	56	3.6
Labourers	1,204.1	51.4	4.5	47	35	23	20	8	24	60	5.3
<b>All Occupations<sup>1</sup></b>	<b>12,380.1</b>	<b>970.7</b>	<b>8.5</b>	<b>32</b>	<b>47</b>	<b>14</b>	<b>19</b>	<b>30</b>	<b>31</b>	<b>33</b>	<b>7.8</b>

1. Some data are trend and, for these, totals do not add

Sources: ABS, Labour Force (trend and annual averages of original data); ABS, Census of Population and Housing; Department of Jobs and Small Business, Occupation Employment Projections; ABS, Characteristics of Employment

### Which occupations have gained or lost jobs?

Over the five years to November 2017, employment grew in all occupation groups except Clerical and Administrative Workers (down by 18,400 or 1.1%). Consistent with the long term trend towards more highly skilled jobs, the largest numbers of new jobs created over the five years to November 2017 were for Professionals (up by 375,000 or 14.8%, representing 37% of all new jobs). The strongest growth was for Community and Personal Service Workers (up by 21.4% or 234,300).

The specific occupations which recorded the largest numbers of new jobs over the five years to November 2017 were

- General Sales Assistants (up by 51,700)
- Aged and Disabled Carers (49,800)
- Registered Nurses (47,300).

Occupations which recorded employment falls over the past five years include

- Accounting Clerks (down by 21,900)
- Secretaries (21,100)
- Commercial Cleaners (15,600).

The Department of Jobs and Small Business produces annual employment projections by occupation for the following five years. For more information on the expected employment change by occupation over the five years to May 2022 see the Occupation Outlook on page 31 and the Occupation Matrix (page 40).

### In which occupations do young people work?

Young workers (aged 15 to 24 years) are predominantly employed in occupations which do not require post-school qualifications. Consistent with this, more than one third of Sales Workers are young.

Specific occupations with the largest numbers of young people are

- General Sales Assistants (263,400)
- Waiters (88,300)
- Checkout Operators and Office Cashiers (82,400).

### How do earnings vary by occupation?

Workers employed in higher skilled occupations tend to earn more than those in lower skilled jobs. There are some occupations, though, for which advanced qualifications are not necessary yet pay is relatively high. This is often in recognition of challenging working conditions, unsociable hours or the need to live away from home.

Information about earnings is included in the Occupation Matrix (page 40), but be sure to read the Guide to the Occupation Matrix (page 39).

Occupations which have high earnings include Anaesthetists (for which the training time is long), Human Resource Managers (who have high levels of responsibility) and Train and Tram Drivers (who may work difficult shifts).

# MANAGERS

**1,542,900**  
EMPLOYED  
AT NOVEMBER 2017

**0.2%**  
SINCE  
NOVEMBER 2016



**32%**  
3%pts  
OVER 5 YRS



**37%**  
3%pts  
OVER 5 YRS



**72%**  
6%pts  
OVER 5 YRS



**14%**  
1%pt  
OVER 5 YRS



**45** years  
1 year  
OVER 5 YRS

Projected to grow by  
**7.8%**  
over the 5 years to May 2022

**8.3%**  
SINCE  
NOVEMBER 2012

## Top 5 Manager occupations

Retail Managers	237,700
Advertising, Public Relations and Sales Managers	128,500
Construction Managers	102,300
Livestock Farmers	77,500
Café and Restaurant Managers	74,600

Managers plan, organise, control and coordinate the operations of government, commercial and other organisations. This is a relatively skilled group, as Managers generally hold senior positions, taking responsibility for staff and operations. Consequently, qualifications and experience are usually required, although sometimes significant on-the-job experience is enough.

The majority of Managers hold post-school qualifications, with 37% having a bachelor degree or higher and 30% holding vocational qualifications at the certificate III or higher level. Farmers and Farm Managers and Hospitality, Retail and Service Managers are less likely than other Managers to have post-school qualifications.

The need for significant workplace experience is reflected in the age profile of the workforce. Half of all Managers are aged 45 years or older and just 4% are aged 15 to 24 years (although 8% of Hospitality, Retail and Service Managers are in this age group).

Managers employment growth was slightly below the all occupations average over the past five years. Around 118,200 new Manager jobs were created, with the largest numbers being for Construction Managers (up by 33,500), Café and Restaurant Managers (17,000), Retail Managers (16,800) and ICT Managers (13,900).

The number of vacancies advertised on the Internet for Managers has increased steadily since 2013 but remains below the peak in 2008. Vacancies, though, are not always advertised online. Some are filled by the promotion of existing workers, some are advertised in other ways and many are filled by word of mouth or head hunting.

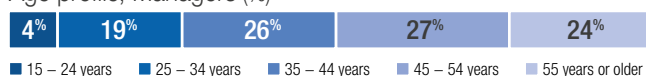
### Did you know?

Managers is the most likely occupation group to work from home (10% in 2016 Census)

## Educational attainment, Managers (%)



## Age profile, Managers (%)



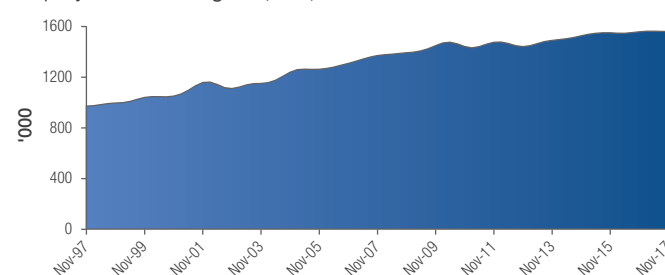
Managers tend to work full-time (just 14% are employed part-time) and almost two thirds are male.

Managers work in every industry, but the largest share is in Retail Trade (13%). Other major employing industries include Agriculture, Forestry and Fishing (10%), Accommodation and Food Services (10%) and Manufacturing (9%).

Some Manager occupations are concentrated in specific industries. For example, Farmers and Farm Managers work almost exclusively in the Agriculture, Forestry and Fishing sector and Café and Restaurant Managers are mainly employed in Accommodation and Food Services. For other Manager occupations, such as General Managers and Human Resource Managers, employment is spread widely across all industries.

Managers often perform a range of non-routine, cognitive duties (such as problem solving) which are less susceptible to automation with technology. Employment of these workers is projected to grow by 7.8% over the five years to May 2022 (in line with the projected growth across all occupations).

## Employment, Managers ('000)



## Employment by occupation subgroup, Managers

Occupation subgroup	Employment			Employment Profile				Workforce Educational Profile			Projected Employment 5 year change to May 2022
	Employ't Nov 2017	5 year change to Nov 2017	%	Part-time	Female	Aged 15 to 24 years	Aged 55 years or older	Bachelor degree or higher	Cert III or higher VET qual	No post-school qual	
	'000	'000	%	%	%	%	%	%	%	%	%
Chief Executives, General Managers and Legislators	85.3	-37.0	-30.3	11	30	1	30	51	26	19	0.8
Farmers and Farm Managers	161.8	4.7	3.0	21	25	3	51	11	27	54	-11.0
Specialist Managers	749.2	101.0	15.6	10	35	2	20	49	30	18	12.0
Hospitality, Retail and Service Managers	543.4	70.9	15.0	17	46	8	20	22	33	38	9.0
<b>All Managers<sup>1</sup></b>	<b>1,542.9</b>	<b>118.2</b>	<b>8.3</b>	<b>14</b>	<b>37</b>	<b>4</b>	<b>24</b>	<b>37</b>	<b>30</b>	<b>28</b>	<b>7.8</b>

1. Some data are trend and, for these, totals do not add

Sources: ABS, Labour Force (trend and annual averages of original data); ABS, Census of Population and Housing; ABS, Australian and New Zealand Standard Classification of Occupations; Department of Jobs and Small Business, Occupation Employment Projections; Department of Jobs and Small Business, Internet Vacancy Index

## PROFESSIONALS

**2,914,100**  
EMPLOYED  
AT NOVEMBER 2017

**3.1%**  
SINCE  
NOVEMBER 2016



**23%**  
1%pt  
OVER 5 YRS



**55%**  
3%pts  
OVER 5 YRS



**92%**  
1%pt  
OVER 5 YRS



**26%**  
2%pts  
OVER 5 YRS



**40** years  
NO change  
OVER 5 YRS

Projected to grow by  
**12.1%**  
over the 5 years to May 2022

**14.8%**  
SINCE  
NOVEMBER 2012

### Top 5 Professional occupations

Registered Nurses	279,300
Accountants	184,800
Primary School Teachers	158,900
Secondary School Teachers	131,600
Software and Applications Programmers	109,100

The Professionals group employs a larger number of Australian workers (almost one in every four) than any other occupation group. The group has also accounted for the largest number of new jobs over the past five years (up by 375,000 or 14.8%). Significant numbers of jobs were created for Health Professionals (up by 117,700), including Midwifery and Nursing Professionals (up by 49,100) and Medical Practitioners (26,800).

In line with the recent employment growth, the number of vacancies advertised on the Internet for Professionals has increased by around 40% since 2013 (but remains well below the peak in 2008).

The majority (65%) of Professionals are employed in just three industries: Health Care and Social Assistance, Education and Training and Professional, Scientific and Technical Services.

Most Professional jobs require a bachelor degree or higher qualification (75% of Professionals have this level of qualification), so university study is the main pathway for employment. Higher education enrolments have increased strongly over the past decade (up by 45%). In 2016 there were more than 1.06 million domestic students enrolled in higher education. Accordingly, for some Professional occupations, there are now large numbers of qualified applicants vying for vacancies and there is evidence of a surplus of labour. Consistent with this, bachelor degree graduate employment outcomes have fallen over the past decade (see page 35).

#### Did you know?

Professionals are the least likely to drive to work and the most likely to take public transport or bicycle

### Educational attainment, Professionals (%)



### Age profile, Professionals (%)

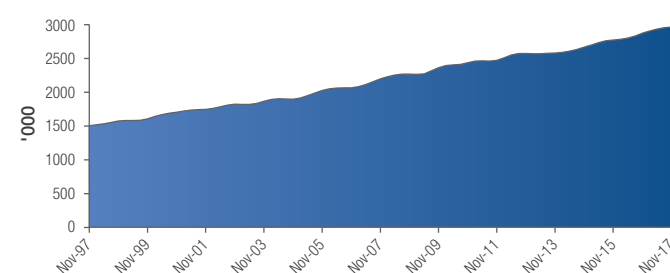


A relatively low proportion of Professionals are young (aged 15 to 24 years), mainly because it takes at least three years of post-school study to gain the necessary qualifications.

There are marked differences in the representation of men and women across occupations in the Professionals group. Around 74% of Health Professionals and 72% of Education Professionals are female, but 82% of ICT Professionals are male. The extent of part-time employment also varies, being relatively rare for ICT Professionals but more common for Arts and Media Professionals, Health Professionals and Education Professionals.

Professionals perform analytical, conceptual and creative tasks which are less susceptible to automation with technology. Professionals employment is projected to grow strongly over the five years to May 2022 (up by 12.1%).

### Employment, Professionals ('000)



### Employment by occupation subgroup, Professionals

Occupation subgroup	Employment			Employment Profile				Workforce Educational Profile			Projected Employment 5 year change to May 2022
	Employ't Nov 2017	5 year change to Nov 2017	%	Part-time	Female	Aged 15 to 24 years	Aged 55 years or older	Bachelor degree or higher	Cert III or higher VET qual	No post-school qual	
	'000	'000	%	%	%	%	%	%	%	%	%
Arts and Media Professionals	104.7	8.8	9.2	41	53	10	18	51	20	24	0.1
Business, Human Resource and Marketing Professionals	707.3	84.9	13.6	18	49	6	16	65	18	13	8.7
Design, Engineering, Science and Transport Professionals	407.0	14.8	3.8	16	31	7	15	72	18	7	10.0
Education Professionals	583.8	79.6	15.8	35	72	7	23	84	10	5	9.6
Health Professionals	610.4	111.7	22.4	37	74	5	21	82	12	3	21.3
ICT Professionals	249.0	23.9	10.6	8	18	4	10	68	15	12	12.3
Legal, Social and Welfare Professionals	245.5	53.5	27.9	30	63	4	25	82	11	5	12.9
<b>All Professionals<sup>1</sup></b>	<b>2,914.1</b>	<b>375.0</b>	<b>14.8</b>	<b>26</b>	<b>55</b>	<b>6</b>	<b>19</b>	<b>75</b>	<b>14</b>	<b>8</b>	<b>12.1</b>

1. Some data are trend and, for these, totals do not add

Sources: ABS, Labour Force (trend and annual averages of original data); ABS, Census of Population and Housing; ABS, Australian and New Zealand Standard Classification of Occupations; Department of Jobs and Small Business, Occupation Employment Projections; Department of Jobs and Small Business, Internet Vacancy Index; Department of Education and Training, Higher Education Statistics; QILT, Graduate Outcomes Survey



# TECHNICIANS AND TRADES WORKERS

**1,773,400**  
EMPLOYED  
AT NOVEMBER 2017

Projected to grow by  
**4.8%**  
over the 5 years to May 2022

**5.3%**  
SINCE  
NOVEMBER 2016

**6.7%**  
SINCE  
NOVEMBER 2012

REGIONAL



**34%**

**1%pt**  
OVER 5 YRS

FEMALE



**14%**

**NO** change  
OVER 5 YRS

HOLD POST SCHOOL QUAL



**77%**

**4%pts**  
OVER 5 YRS

WORKING PART-TIME



**15%**

**1%pt**  
OVER 5 YRS

MEDIAN AGE



**38** years

**1** year  
OVER 5 YRS

## Top 5 Technicians and Trades Worker occupations

Electricians	158,700
Carpenters and Joiners	131,900
Motor Mechanics	109,900
Metal Fitters and Machinists	108,600
Chefs	94,600

Technicians and Trades Workers perform a variety of skilled tasks, applying technical, trade or industry specific knowledge in construction, manufacturing, scientific, engineering and other activities. Almost 1.8 million Australians work as Technicians and Trades Workers. Around 110,700 new jobs were created over the past five years, with a significant number added for Construction Trades Workers (up 57,900).

While the number of vacancies advertised on the Internet for these workers rose by 31% over the past five years, it remains well below the peak recorded in 2008. Vacancies, though, are advertised in a variety of ways other than online and many are filled through word of mouth.

More than 60% of Technicians and Trades Workers are employed in three industries: Construction (34%), Manufacturing (14%) and Other Services (which includes automotive repair and maintenance) (14%).

Around 64% of these workers hold a certificate III or higher vocational qualification. Apprenticeships and traineeships (see page 34) provide a key training pathway for many occupations in this group. There were 268,600 apprentices and trainees in-training in 2017. This number has almost halved over the past five years, limiting the potential new supply of skilled workers. Persistent shortages exist in a number of trades occupations, reflecting a range of factors including low training numbers and high wastage (that is, people leaving their occupation).

### Did you know?

Almost one quarter of Technicians and Trades Workers are self-employed

## Educational attainment, Technicians and Trades Workers (%)



## Age profile, Technicians and Trades Workers (%)

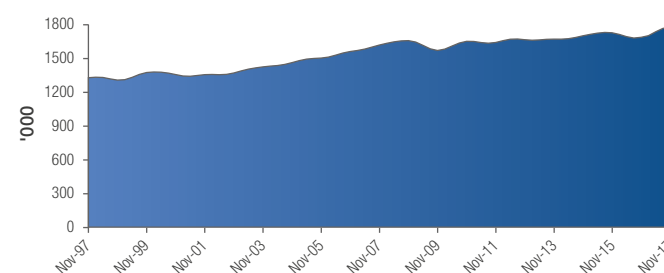


Young people (aged 15 to 24 years) account for 16% of those employed, with many being apprentices or trainees.

Full-time work is common in this group and most are male. Some occupations, however, have high shares of female workers, such as Veterinary Nurses (95%) and Hairdressers (84%).

The tasks performed in this group are diverse. Some are routine, manual tasks which may be susceptible to automation, although many occupations involve non-routine or unpredictable duties which are more difficult to automate. Technicians and Trades Workers employment is projected to grow by 4.8% over the five years to May 2022, although there is marked disparity between occupation subgroups. Above average growth is projected for Food Trades Workers (up by 10.2%) and Engineering, ICT and Science Technicians (9.5%).

## Employment, Technicians and Trades Workers ('000)



## Employment by occupation subgroup, Technicians and Trades Workers

Occupation subgroup	Employment			Employment Profile				Workforce Educational Profile			Projected Employment
	Employ't Nov 2017	5 year change to Nov 2017	%	Part-time	Female	Aged 15 to 24 years	Aged 55 years or older	Bachelor degree or higher	Cert III or higher VET qual	No post-school qual	5 year change to May 2022
	'000	'000	%	%	%	%	%	%	%	%	%
Engineering, ICT and Science Technicians	247.7	5.7	2.4	15	23	8	18	27	49	18	9.5
Automotive and Engineering Trades Workers	370.7	11.4	3.2	6	1	16	17	2	78	17	-2.3
Construction Trades Workers	403.7	57.9	16.8	10	1	21	14	2	67	27	5.8
Electrotechnology and Telecommunications Trades Workers	238.6	10.8	4.8	10	2	19	14	5	75	18	5.5
Food Trades Workers	187.6	23.5	14.3	27	31	17	12	10	53	32	10.2
Skilled Animal and Horticultural Workers	135.8	9.7	7.7	30	27	16	20	8	46	38	9.5
Other Technicians and Trades Workers	195.3	5.8	3.1	27	44	16	18	8	63	24	0.0
<b>All Technicians and Trades Workers<sup>1</sup></b>	<b>1,773.4</b>	<b>110.7</b>	<b>6.7</b>	<b>15</b>	<b>14</b>	<b>16</b>	<b>16</b>	<b>8</b>	<b>64</b>	<b>23</b>	<b>4.8</b>

1. Some data are trend and, for these, totals do not add

Sources: ABS, Labour Force (trend and annual averages of original data); ABS, Census of Population and Housing; ABS, Australian and New Zealand Standard Classification of Occupations; Department of Jobs and Small Business, Occupation Employment Projections; Department of Jobs and Small Business, Internet Vacancy Index; NCVET, Apprentices and Trainees

## COMMUNITY AND PERSONAL SERVICE WORKERS

**1,331,400**  
EMPLOYED  
AT NOVEMBER 2017

**5.7%**  
SINCE  
NOVEMBER 2016



**34%**  
1%pt  
OVER 5 YRS



**69%**  
1%pt  
OVER 5 YRS



**68%**  
6%pts  
OVER 5 YRS



**55%**  
2%pts  
OVER 5 YRS



**37** years  
NO change  
OVER 5 YRS

Projected to grow by  
**19.2%**  
over the 5 years to May 2022

**21.4%**  
SINCE  
NOVEMBER 2012

### Top 5 Community and Personal Service Worker occupations

Aged and Disabled Carers	171,000
Child Carers	162,400
Waiters	134,900
Bar Attendants and Baristas	111,500
Education Aides	97,000

Community and Personal Service Workers provide a wide range of services, including in the areas of aged and disability care, health and social welfare, child care, hospitality, policing, tourism and sports. This group recorded the strongest growth of all the broad occupation groups over the past five years, rising by 21.4% (or 234,300 new jobs). A significant number of jobs were created for Carers and Aides (up by 121,800), including a large rise for Aged and Disabled Carers (49,800 new jobs), reflecting strong demand for carers as Australia's population ages.

The number of online vacancies advertised for Community and Personal Service Workers increased strongly over the past five years (up by 34%), but remains below the peak in 2007.

Employment is largely concentrated in just two industries, with 38% employed in Health Care and Social Assistance and 20% in Accommodation and Food Services.

Entry pathways are varied, reflecting the diverse range of services provided by workers in this group. Around 42% of workers have a certificate III or higher vocational qualification, 32% do not hold a post-school qualification and 18% have a bachelor degree or higher. Qualification requirements for some occupations have changed over the past decade. For instance, Ambulance Officer and Paramedic training is now generally undertaken as a bachelor degree and Child Carers who work in long day care centres need a certificate III or diploma qualification.

This occupation group is female dominated and part-time employment is common, although there are differences by subgroup. For example, the Protective Services Workers group (which includes Police, Fire and Emergency Workers and Security Officers and Guards) has a predominantly male workforce (77%) and a relatively low level of part-time employment (15%).

### Educational attainment, Community and Personal Service Workers (%)



### Age profile, Community and Personal Service Workers (%)



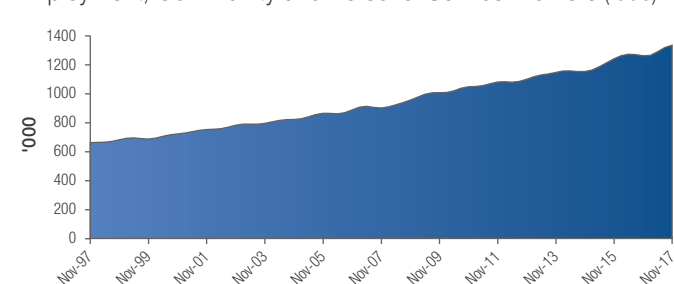
Young workers (aged 15 to 24 years) account for almost a quarter of workers in this group. Hospitality Workers has a particularly large share (54% are aged 15 to 24 years), so there are opportunities in this group for young people to enter the labour market.

Community and Personal Service Workers typically require a range of skills which are less likely to be automated with technology, such as interpersonal and communication skills. Employment in this group is projected to grow strongly over the five years to May 2022 (up by 19.2%), with particularly strong growth projected for Carers and Aides (27.0%)

#### Did you know?

23% of Community and Personal Service Workers are undertaking study, with 13% attending university

### Employment, Community and Personal Service Workers ('000)



### Employment by occupation subgroup, Community and Personal Service Workers

Occupation subgroup	Employment			Employment Profile				Workforce Educational Profile			Projected Employment
	Employ't Nov 2017	5 year change to Nov 2017	%	Part-time	Female	Aged 15 to 24 years	Aged 55 years or older	Bachelor degree or higher	Cert III or higher VET qual	No post-school qual	5 year change to May 2022
	'000	'000	%	%	%	%	%	%	%	%	%
Health and Welfare Support Workers	116.3	-1.2	-1.0	39	71	7	22	28	57	10	16.5
Carers and Aides	548.4	121.8	28.6	60	85	15	20	16	51	23	27.0
Hospitality Workers	296.4	47.6	19.1	72	69	54	6	14	20	60	11.5
Protective Service Workers	157.2	13.2	9.2	15	23	10	14	18	45	28	8.5
Sports and Personal Service Workers	210.3	50.2	31.3	58	65	27	13	19	37	34	21.0
<b>All Community and Personal Service Workers<sup>1</sup></b>	<b>1,331.4</b>	<b>234.3</b>	<b>21.4</b>	<b>55</b>	<b>69</b>	<b>24</b>	<b>15</b>	<b>18</b>	<b>42</b>	<b>32</b>	<b>19.2</b>

1. Some data are trend and, for these, totals do not add

Sources: ABS, Labour Force (trend and annual averages of original data); ABS, Census of Population and Housing; ABS, Australian and New Zealand Standard Classification of Occupations; Department of Jobs and Small Business, Occupation Employment Projections; Department of Jobs and Small Business, Internet Vacancy Index

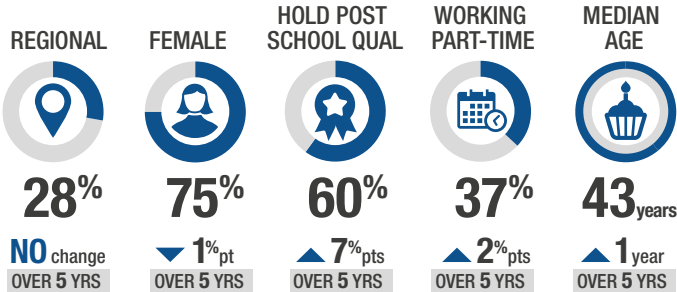
## CLERICAL AND ADMINISTRATIVE WORKERS

**1,666,100**  
EMPLOYED  
AT NOVEMBER 2017

▼ **0.3%**  
SINCE  
NOVEMBER 2016

▼ **1.1%**  
SINCE  
NOVEMBER 2012

Projected to grow by **1.7%** over the 5 years to May 2022



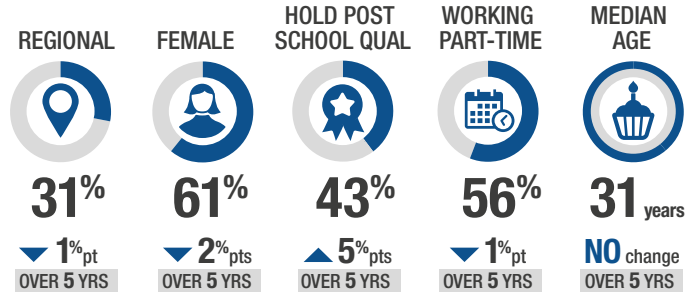
## SALES WORKERS

**1,155,500**  
EMPLOYED  
AT NOVEMBER 2017

▲ **4.7%**  
SINCE  
NOVEMBER 2016

▲ **8.3%**  
SINCE  
NOVEMBER 2012

Projected to grow by **3.6%** over the 5 years to May 2022



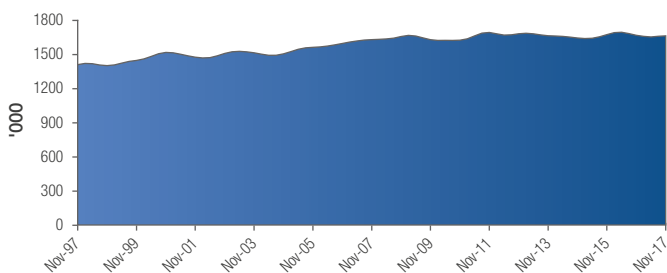
### Top 5 Clerical and Administrative Worker occupations

General Clerks	235,600
Receptionists	180,700
Accounting Clerks	130,600
Contract, Program and Project Administrators	121,100
Office Managers	117,600

### Top 5 Sales Worker occupations

General Sales Assistants	553,200
Checkout Operators and Office Cashiers	141,600
Real Estate Sales Agents	102,400
Sales Representatives	84,800
Retail Supervisors	42,300

Employment, Clerical and Administrative Workers ('000)



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

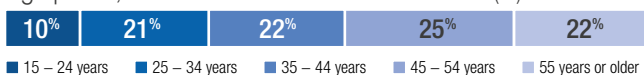
Employment of these workers fell over the past five years. Advertised vacancies also decreased (down by 19% over the last five years) to be around half the peak recorded in 2007. Nonetheless, there are employment opportunities in this group, including for people who do not hold post-school qualifications (about 40% of workers do not have post-school qualifications).

Employment growth in this group is projected to be subdued over the five years to May 2022 (up by 1.7%, compared with 7.8% across all occupations).

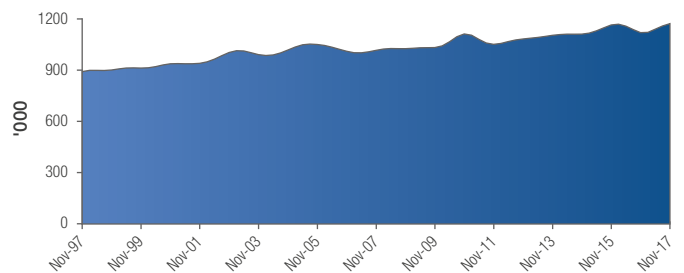
### Educational attainment, Clerical and Administrative Workers (%)



### Age profile, Clerical and Administrative Workers (%)



Employment, Sales Workers ('000)



Sales Workers sell goods, services and property, and provide sales support. 60% of these workers are employed in Retail Trade. Over the past five years, 88,400 new jobs were created. The number of Sales Worker jobs advertised on the Internet remained steady over the past last 5 years, although these positions are advertised in other media and through informal methods, while some vacancies are filled through applicants approaching employers for work.

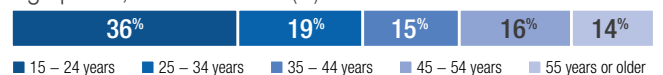
Few jobs in this group require post-school qualifications and the workforce is relatively young. These jobs are often people's first employment and the seven day a week trading hours of many retail stores present part-time work opportunities for students.

Sales Workers employment is projected to grow by around 3.6% over the five years to May 2022.

### Educational attainment, Sales Workers (%)



### Age profile, Sales Workers (%)



### Quick fact

11% of Sales Workers are secondary school students

## MACHINERY OPERATORS AND DRIVERS

**799,500**  
EMPLOYED

AT NOVEMBER 2017

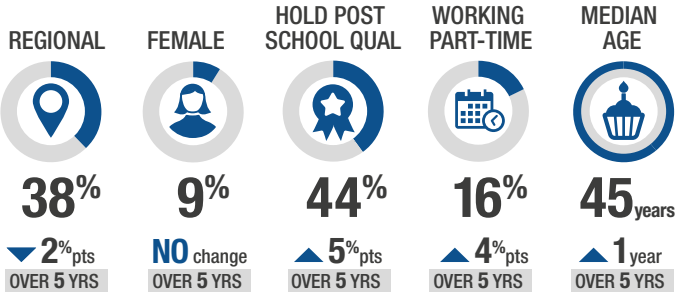
**3.4%**  
SINCE

NOVEMBER 2016

**5.7%**  
SINCE

NOVEMBER 2012

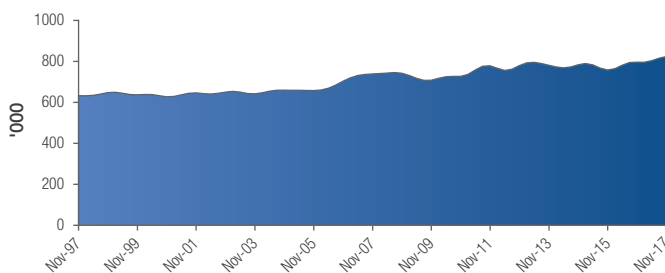
Projected to grow by **3.6%** over the 5 years to May 2022



### Top 5 Machinery Operator and Driver occupations

Truck Drivers	208,300
Storepersons	123,300
Automobile Drivers	57,000
Drillers, Miners and Shot Firers	54,600
Forklift Drivers	52,900

### Employment, Machinery Operators and Drivers ('000)



Employment growth for Machinery Operators and Drivers over the past five years was below the average for all occupations. Lower demand from the Manufacturing and Mining industries in recent years is likely to have affected employment of these workers.

The number of jobs advertised on the Internet for Machinery Operators and Drivers increased steadily over the past two years but remains almost half the level recorded in 2008.

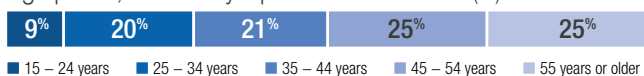
Post-school qualifications are generally not required, but tickets or licences are mandatory for many positions. This occupation group is mostly male and the age profile is relatively old.

Employment in this group is projected to grow by 3.6% over the five years to May 2022 (below the 7.8% growth projected across all occupations).

### Educational attainment, Machinery Operators and Drivers (%)



### Age profile, Machinery Operators and Drivers (%)



## LABOURERS

**1,204,100**  
EMPLOYED

AT NOVEMBER 2017

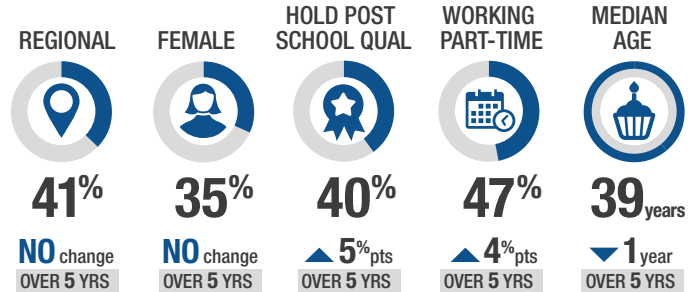
**1.5%**  
SINCE

NOVEMBER 2016

**4.5%**  
SINCE

NOVEMBER 2012

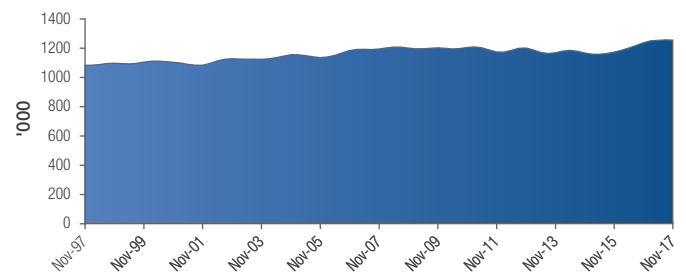
Projected to grow by **5.3%** over the 5 years to May 2022



### Top 5 Labourer occupations

Commercial Cleaners	147,400
Kitchenhands	135,900
Building and Plumbing Labourers	71,200
Shelf Fillers	67,100
Packers	62,500

### Employment, Labourers ('000)



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). Over the past five years, this occupation group had subdued employment growth and advertised job numbers for Labourers are at historically low levels.

Labourers do not generally possess post-school qualifications, a large share are aged 15 to 24 years and part-time work is common, suggesting that there are good opportunities for young people to combine work with study.

Labourers employment is projected to grow by 5.3% over the five years to May 2022.

### Educational attainment, Labourers (%)



### Age profile, Labourers (%)



Did you know?

16% of Labourers are combining work with study

# THE CHANGING WORLD OF WORK AND RECRUITMENT

Technology is rapidly changing our world, including our jobs and the way we seek employment. People often ask how these changes will affect them, and whether robots or computers will replace them.

Changes in technology is not a new issue. New technologies which have emerged in the past, such as the printing press or the steam engine, have led to some jobs disappearing while new jobs have been created and others have changed. Importantly, the productivity growth associated with technological innovation typically creates more jobs than it displaces. So what can we expect from the changes we are seeing today?

## The impact of technology on jobs

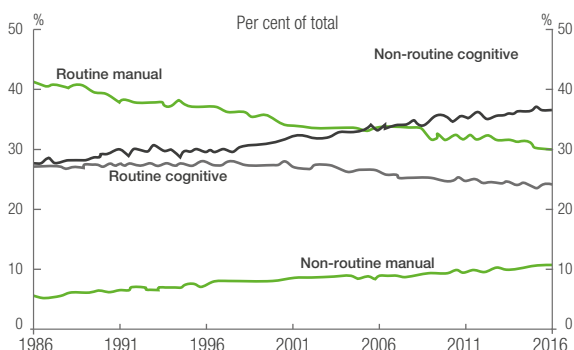
Technological improvements often mean that tasks which were previously done by a human can instead be done by a machine. One approach to thinking about the potential impact of automation on jobs focuses on two separate aspects.

- Whether jobs are routine or non-routine, that is, whether the job follows explicit rules which could be easily specified in computer code to be accomplished by machines.
- Whether jobs are manual or cognitive, that is, whether the job relates to physical labour (manual) or knowledge work (cognitive).

## Which jobs are most susceptible to automation?

The jobs which are the most susceptible to automation are those which are routine, and the proportion of people employed in such jobs is decreasing.

### Employment by Skill Type\*



\* non-seasonally adjusted  
Sources: ABS; RBA

Routine manual jobs in controlled environments are the easiest to automate. For example, factories and assembly lines have become increasingly automated, reducing the need for Factory Process Workers in the Manufacturing industry.

Since the early 2000s, there has also been a steady decline in the proportion of people working in routine cognitive jobs (such as Bookkeepers and Accounting Clerks), with advances in computing technology exposing a new category of jobs to the possibility of automation. For example, some organisations are using computers to make quick investment decisions (algorithmic trading) or provide automated online customer support. Technology has also made it possible for some routine cognitive jobs to be undertaken in other parts of the world where labour costs are lower. A good example is call centre work.

By contrast to the decline of routine work, non-routine employment in Australia has steadily grown. These occupations (such as Chefs, Teachers, and Software and Application Programmers) are less susceptible to automation because they often require creativity, complex thinking, managerial experience or a human presence. The fastest growing non routine jobs are in the services industries, particularly Health Care and Social Assistance, Professional, Scientific and Technical Services and Education and Training.

## There are limits to what we can automate

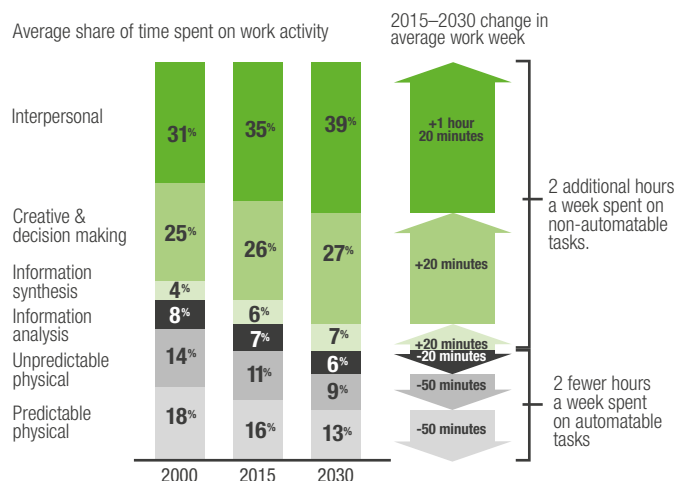
While it is feasible to automate a job or task, it does not mean it will be automated. Sometimes the cost of doing so, relative to wages, may be prohibitive. Jobs that remain difficult and costly to automate include those involving social interaction (such as Aged and Disabled Carers) or creative intelligence (such as Architect), and occupations that are highly unpredictable (such as Plumbers and Gardeners).

## What will happen to future jobs?

Technology will continue to change the nature of work. The trend of non-routine jobs having an increased share of total employment is likely to continue. While technology is decreasing the demand for some occupations, it is also creating opportunities through the need for workers to develop, use or supervise the operation of new technologies. For example, new jobs such as 3D Printing Designers or Big Data Analysts will emerge.

Existing jobs will change too, with less time spent on automatable tasks and with a greater focus on using cognitive skills (see chart below). Future technological improvements are likely to expand automation to jobs in less structured environments. Some effects could be seen in the near future, such as changes to the nature of call or contact centre work through the use of automated customer service assistants. Other effects are a little further away, such as the likely impact of automated vehicle technology on Automobile Drivers and Delivery Drivers.

### Changes in types of tasks performed by Australian workers



Source: AlphaBeta, The Automation Advantage (O\*NET, AlphaBeta analysis)

## What does this mean for job seekers?

Over the course of your working life, you are likely to have several careers across a range of occupations. Employers have an increasing focus on transferable skills which enable workers to adapt to changing workforce demands. Job seekers who can show they have these skills, in addition to role-specific expertise, will have an advantage in recruitment processes. These skills include digital literacy, critical thinking, creativity, problem solving and presentation skills. Aptitudes such as adaptability, resilience and entrepreneurial skills will also be important.

The way in which employers seek workers is also changing. Internet recruitment has been commonplace for some time, supplementing or replacing traditional methods such as newspaper advertisements. Employers in some occupations are increasingly using social media or mobile apps as a way of connecting with potential workers. It is important to understand the recruitment processes in your occupation and you may need to adapt your job search techniques accordingly. Many employers now use technology to research candidates online, conduct video interviews, or simulate work environments, so make sure your online profile is positive.

## INDUSTRY OUTLOOK

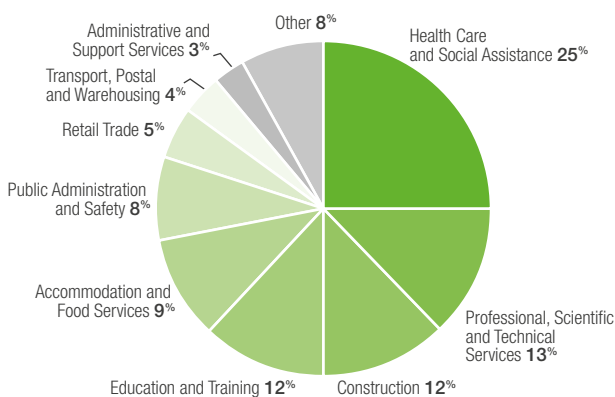
### Which industries will have the most new jobs over the next five years?

Employment is projected to rise in 16 of the 19 industries over the five years to May 2022.

The strong growth in Health Care and Social Assistance in recent years is projected to continue, with this industry projected to add significantly more jobs than any other industry (up by 250,500). Large contributions to employment growth are also projected for Professional, Scientific and Technical Services (126,400), Construction (120,700), Education and Training (116,200) and Accommodation and Food Services (97,600).

The industries which are projected to grow most strongly (in percentage terms) are Health Care and Social Assistance (up by 16.1%), Professional, Scientific and Technical Services (12.5%) and Education and Training (12.0%).

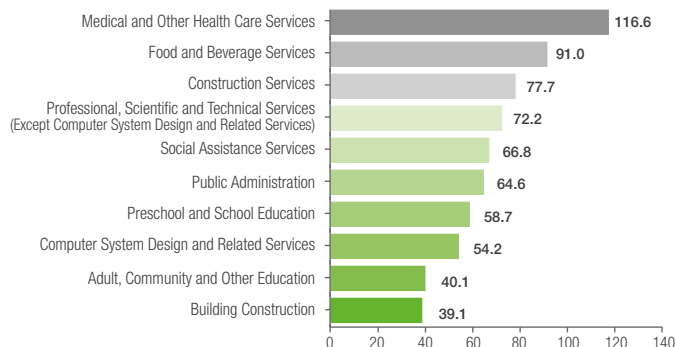
Projected employment growth, industry share (% of total new jobs)\*



\*These shares are calculated on the total new jobs projected to be created over the five years to May 2022. They exclude the projected falls for Manufacturing, Electricity, Gas, Water and Waste Services, and Agriculture, Forestry and Fishing.

The chart below provides more disaggregated information about where the new jobs will be. While it shows the diversity of new opportunities, it also highlights the importance of service jobs to future employment growth.

Largest projected employment gains by subsector ('000)



### Which industries will decline over the next five years?

The three industries in which employment is projected to fall are Manufacturing (down by 38,300 or 4.2%), Electricity, Gas, Water and Waste Services (9,000 or 7.0%) and Agriculture, Forestry and Fishing (2,400 or 0.8%).

Although overall lower employment is projected in these industries, some subsectors are projected to add new jobs.

Despite some projected job losses, Manufacturing will continue to provide employment for a significant number of Australians and five subsectors within this industry are projected to grow over the five years to May 2022, with the largest gains projected in

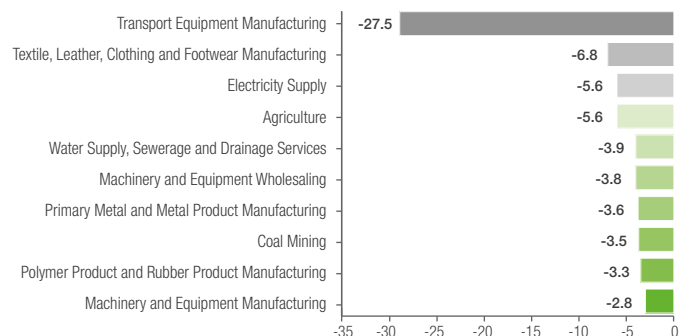
- Food Product Manufacturing (up by 5,300 or 2.7%)
- Furniture and Other Manufacturing (4,400 or 6.0%)
- Basic Chemical and Chemical Product Manufacturing (2,600 or 4.9%).

Within Electricity, Gas, Water and Waste Services, the Waste Collection, Treatment and Disposal Services subsector is projected to partly offset the falls in the other subsectors (up by 2,700 or 8.2%).

The projected decline in Agriculture, Forestry and Fishing employment is concentrated in the Agriculture subsector (which accounts for the vast majority of employment in the industry), with all other subsectors projected to have modest growth or remain relatively stable.

The 10 industry subsectors which are expected to record the largest falls in employment are mainly clustered in the three industries which are projected to decline.

Largest projected employment falls by subsector ('000)



### Will the future growth provide opportunities for young people?

Retail Trade, Accommodation and Food Services and Construction all employ large numbers of young people. These industries are projected to collectively add 264,000 new jobs over the five years to May 2022 and every subsector within these industries is projected to record an increase in employment.

Apart from Manufacturing, relatively few young workers are employed in the industries which are projected to have a reduction in employment.

### What about opportunities for females?

Women comprise a relatively large share of employment in four of the five industries which are expected to add the largest numbers of new jobs. They also comprise small proportions of employment in the three industries projected to lose jobs over the five years to May 2022.

# OCCUPATION OUTLOOK

## Which occupation groups are projected to have the most new jobs over the next five years?

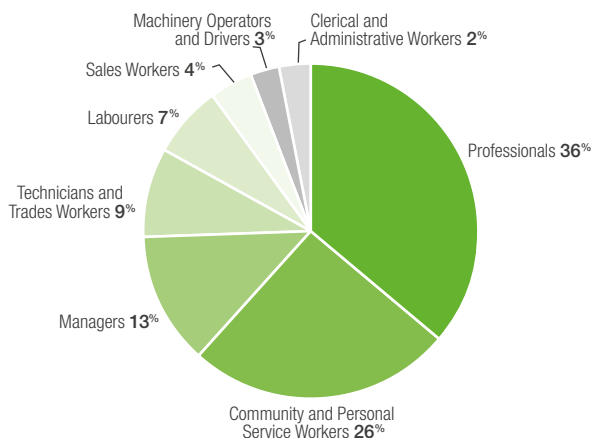
Employment is projected to increase in all eight occupation groups over the five years to May 2022.

The largest number of new jobs is projected to be for Professionals (up by 344,400 or 12.1%), with Health Professionals projected to contribute 129,800 of this increase. Large numbers of Professionals are employed in three of the four industries which are projected to have the strongest employment growth (see page 30).

Community and Personal Service Workers are projected to contribute more than a quarter of all new jobs (up by 242,900), more than half of which will be for Carers and Aides (138,500).

Growth in Community and Personal Service Workers employment is likely to provide opportunities for young people (with those aged 15 to 24 years accounting for 24% of these workers).

Projected employment growth, occupation share (% of new jobs)



The chart below provides more disaggregated information about where the new jobs are projected to be and highlights the diversity of the new opportunities.

Largest projected employment gains by subgroup ('000)



The ten occupations which are projected to add the largest numbers of new jobs over the five years to May 2022 are

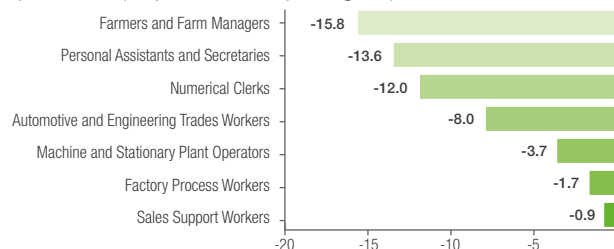
- Aged and Disabled Carers (up by 77,400)
- Registered Nurses (65,300)
- Child Carers (25,800)
- General Sales Assistants (24,900)
- General Clerks (22,200)
- Education Aides (21,900)
- Truck Drivers (16,200)
- Software and Applications Programmers (15,100)
- Advertising, Public Relations and Sales Managers (14,800)
- General Practitioners and Resident Medical Officers (14,500).

Growth in these occupations will provide opportunities for young people aged 15 to 24 years, particularly the new jobs projected for General Sales Assistants, with this occupation currently providing the largest number of jobs for young people.

## Which occupations will decline over the next five years?

None of the broad occupation groups are projected to record a decrease in employment over the five years to May 2022, and just seven occupation subgroups are projected to record employment falls.

Projected employment falls by subgroup ('000)



## Are post-school qualifications required to work in a growing occupation?

The large majority of jobs growth projected over the five years to May 2022 are in the more highly skilled occupation groups (Managers, Professionals, Technicians and Trades Workers and Community and Personal Service Workers). Jobs in these groups often require post-school qualifications attained through Vocational Educational and Training (see pages 33 and 34) or higher education (page 35).

Post-school qualifications are generally beneficial in terms of getting a job, although there will continue to be opportunities for those who have not completed post-school study (see page 32).

Sources: Department of Jobs and Small Business, Occupation Employment Projections; ABS, Labour Force (annual averages of original data); ABS, Census of Population and Housing

## EDUCATION AND EMPLOYMENT

### Is there a link between educational attainment and employment outcomes?

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

Employment and training decisions should be based on a variety of factors including aptitude, interests, expectations of pay and working conditions, training and goals. Higher level qualifications are not immediately attainable, or necessarily the right path for everyone.

This section examines opportunities and outcomes relating to

- not undertaking post-school school education
- Vocational Education and Training (VET)
- apprenticeships and traineeships
- higher education (that is, university).

Before we explore potential pathways to the labour market, it is worth looking at the relationship between education and employment. There are two aspects to note:

- An increasing proportion of jobs are for skilled workers.
- Qualified workers generally do better in the labour market.

### Educational attainment is rising

The majority of employment growth over the past five years has been in occupations that generally require post-school qualifications, either through the VET or higher education sectors. This is a long-term trend which is likely to continue, with the vast majority of jobs growth over the next five years projected to be in higher skilled occupations (see page 31).

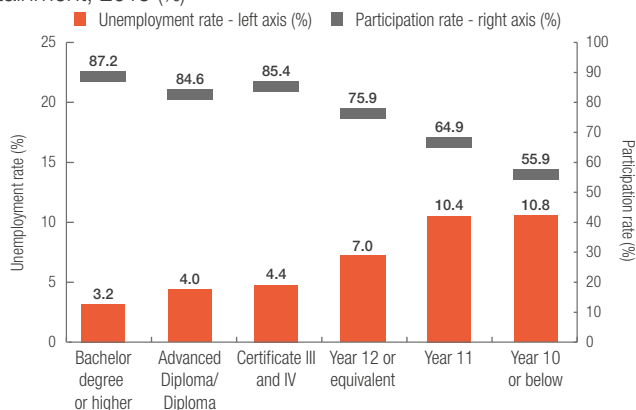
Consistent with this, the number of Australians undertaking tertiary training has increased and more workers now hold post-school qualifications. In 2016, 67% of workers held post-school qualifications (up from 58% in 2006). The growth has been for both VET and higher education qualifications. In 2016

- 31% of workers held a Certificate III or higher VET qualification (up from 27% in 2006)
- 30% held a bachelor degree or higher qualification (up from 22% in 2006).

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

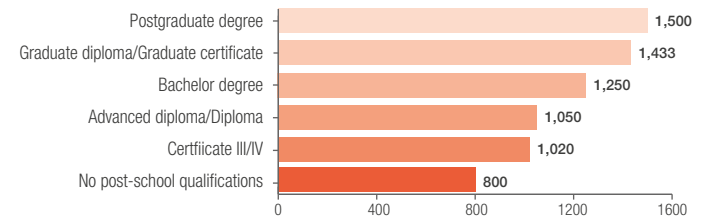
People with higher level qualifications generally have better employment outcomes than those who have not completed further training after leaving school. The chart below highlights the direct relationship between education and labour market outcomes.

Labour market outcomes by highest level of educational attainment, 2016 (%)



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

Median weekly earnings in main job, by highest level of post-school qualification, 2016 (\$)



### What if I don't complete further education?

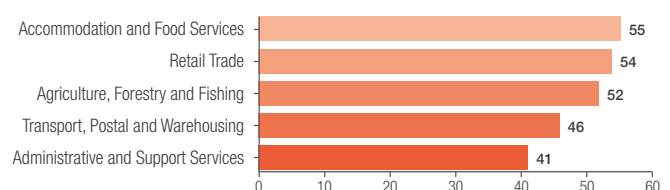
There are job opportunities if you decide that post-school education is not right for you. It is also worth remembering that the option of further study will be available later if you change your mind or your circumstances alter. Tertiary study is not just for young people, with thousands of vocational and higher education students aged in their 30s or older.

Although most new jobs created in recent years (and those expected in the future) are in skilled occupations, there continue to be large numbers of jobs in lower skilled occupations.

In lower skilled occupations (that is, those which do not usually require post-school qualifications), relatively large numbers of job opportunities are created through turnover (workers leaving their occupation for other employment or leaving the workforce altogether). These occupations generally have higher turnover rates than those which require post-school qualifications, and many job openings are available each year.

There are opportunities in all industries for people who do not have post-school qualifications. Large proportions of workers employed in Accommodation and Food Services (55%), and Retail Trade (54%) do not hold post-school qualifications.

Proportion of workforce without post-school qualifications, top 5 industries, 2016 (%)



### Which occupations do not require post-school qualifications?

Significant proportions of Labourers (60%), Sales Workers (57%) and Machinery Operators and Drivers (56%) do not hold post-school qualifications. Occupations in which many workers do not hold post-school qualifications include General Sales Assistants, General Clerks, Waiters, Checkout Operators and Cashiers, and Truck Drivers.

### What is needed to gain employment without post-school qualifications?

There is often strong competition for jobs which do not require post-school qualifications. Previous experience is commonly required by employers and this can be a key barrier for new job seekers. There are, though, a number of strategies which can enhance a job seeker's prospects (regardless of whether they are applying for an entry-level position, a lower skilled job or a highly specialised job which requires formal qualifications). These are outlined on pages 36 and 37.



## VOCATIONAL EDUCATION AND TRAINING (VET)

The Vocational Education and Training (VET) system develops workplace-specific skills and knowledge by delivering nationally recognised training (primarily at the certificate I through to advanced diploma level). The sector provides qualifications and pathways to employment across an array of occupations (including for jobs such as Technicians and Trades Workers, Community and Personal Service Workers and Clerical and Administrative Workers) and industries (large proportions of workers in the Construction, Other Services and Mining industries have VET qualifications).

There are more than 4,000 VET registered training organisations (RTOs), including publicly owned TAFE institutes and universities, private providers (including enterprise and industry providers), community organisations and schools.

In 2016, there were around 4.2 million VET student enrolments.

### Who can study through the VET system?

VET courses are available to people of any age and gender and can be undertaken part-time, full-time, flexibly or online, regardless of where you live.

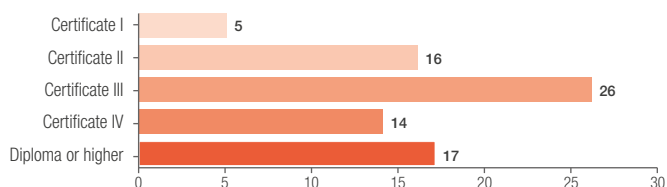
Young people make up a large proportion of VET students.

- 32% are aged under 25 years.
- 42% are aged 25 to 44 years.
- 24% are aged 45 years or older.

### What levels of qualification does VET offer?

The largest numbers of VET students undertake training at the certificate III level.

VET program enrolments, by qualification level, 2016 (%)\*

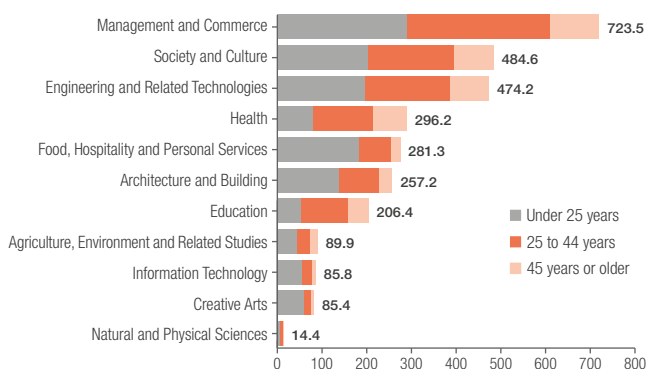


\*Percentages calculated using total which includes Non-AQF level qualifications but chart excludes these qualifications.

### What subject areas does VET offer?

VET offers study options across all fields of education, but those with the largest numbers of students are Management and Commerce, Society and Culture, and Engineering and Related Technologies. The Australian Government's [myskills.gov.au](http://myskills.gov.au) and [training.gov.au](http://training.gov.au) websites are useful sources of information about VET.

VET program enrolments, by field of education and age, 2016 ('000)

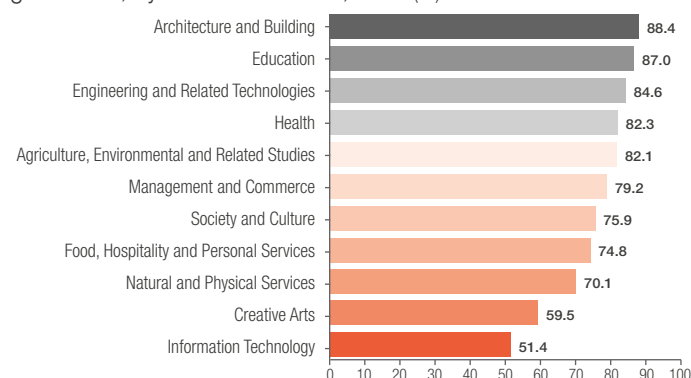


### How does VET help in the labour market?

Employment outcomes for VET graduates are strong. In 2017, 77.7% of VET graduates were employed (full-time or part-time) six months after completing their training. More information about the job related benefits of VET are available in the NCVET VET Student Outcomes publication

Graduate employment outcomes vary, though, depending on the field of study. In 2017, the strongest employment outcomes were for graduates in Architecture and Building (88.4% were employed six months after graduation) and Education (87.0%). Employment outcomes were softer for Information Technology (51.4%) and Creative Arts graduates (59.5%).

VET graduates employed (full-time or part-time) 6 months after graduation, by field of education, 2017 (%)



### Do VET graduates have high earnings?

Workers who hold a VET qualification at the certificate III or higher level earn more than those who have not studied after leaving school (see page 32).

In 2017, the median annual income for VET graduates working full-time six months after completing their training was \$55,000. The highest salaries were for those who studied

- Architecture and Building (\$62,500)
- Education (\$62,400)
- Engineering and Related Technologies (\$59,900)
- Management and Commerce (\$59,500)

### Higher level VET qualifications provide better outcomes

Generally, higher level qualifications lead to stronger employment outcomes and higher incomes.

Although employment outcomes are relatively low for those with a certificate I, this level of qualification can be a pathway to further study and attainment of higher qualifications.

VET employment outcomes 6 months after graduation, 2017\*

Qualification Level	Employed (%)	Median annual income
Diploma or higher	79.5	\$60,000
Certificate IV	85.1	\$64,900
Certificate III	76.8	\$50,000
Certificate II	65.9	\$49,900
Certificate I	48.2	\$46,600

\*Employment figures are for graduates employed full-time or part-time. Income figures are for those employed full-time.

## APPRENTICESHIPS AND TRAINEESHIPS

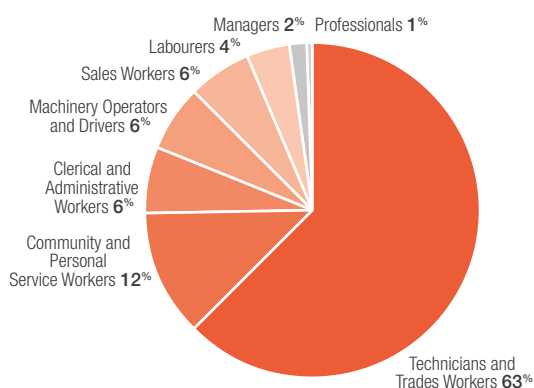
Apprenticeships and traineeships are a form of skills development that combine paid employment with training. Completion of an apprenticeship or traineeship provides a nationally recognised qualification as well as relevant work experience (which is highly valued by employers).

They can be undertaken full-time or part-time, and are also available through school-based apprenticeships and traineeships. Anyone of working age can undertake an apprenticeship or traineeship, and they can lead to qualifications at a range of levels.

There were 268,600 apprentices and trainees in training as at 30 June 2017, but enrolments have fallen in recent years (down by 5% compared with June 2016).

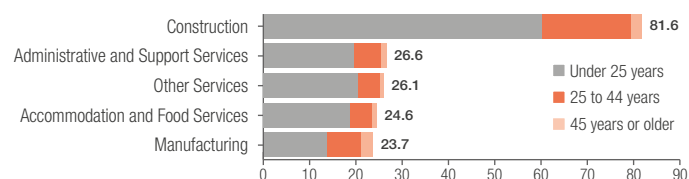
Apprenticeships and traineeships are the training pathway for most Technicians and Trades Worker jobs, and this occupation group accounts for the largest number of apprentices and trainees (168,000 or 63%). Apprenticeships and traineeships, though, are available for more than 500 occupations, including many non-trade occupations.

Apprentices and trainees, major group occupation, 30 June 2017



Apprenticeships and traineeships are offered in every industry but Construction provides the largest number (81,600 or 30%).

Apprentices and trainees, top 5 industries by age, 30 June 2017 ('000)



Apprentices and trainees are predominantly young (67% are aged 15 to 24 years). There are, however, good opportunities for older Australians. For example, 74% of apprentices and trainees in the Mining industry are aged 25 years or older.

Most apprentices and trainees are male (74%), although females account for significant shares in industries such as Health Care and Social Assistance (88%).

Although apprenticeships and traineeships are available across the certificate levels, most students are enrolled in courses at the certificate III level (around 85%).

### Do apprentice and trainee graduates do well in the labour market?

Apprentices and trainees generally have stronger graduate employment outcomes than the average for all VET graduates. In 2017, 81.2% were employed six months after graduation (compared with 77.7% for all VET graduates).

Their earnings immediately after graduation are slightly lower than the all VET average. The median annual income for apprentice and trainee graduates employed full-time after training was \$47,000 in 2017 (compared with \$55,000 for all VET graduates). Wages, though, have the potential to increase markedly over time for people who have completed an apprenticeship or traineeship, as they gain more workplace experience.

### How do you get an apprenticeship or traineeship?

A number of strategies can enhance your chances of getting an apprenticeship, and there is support to help you explore options and connect with employers (see below).

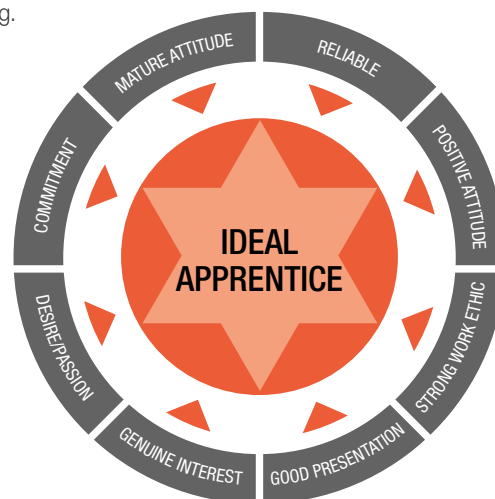
The Department of Jobs and Small Business has undertaken research into the labour market for apprentices across five traditional trades groups (with the findings likely to be applicable to apprenticeships and traineeships more generally). The research showed that

- there are a broad range of opportunities but most applicants do not satisfy employers' expectations
- many young people who apply do not show a genuine interest or commitment to the trade or have no real interest in being an apprentice.

Employers look for apprentices in a variety of ways, including online or via newspaper advertisements, by approaching schools and TAFEs and through word of mouth. In addition, employers are often approached directly by people seeking to become an apprentice.

### Qualities sought by employers

If you have passion and a genuine interest in an occupation for which an apprenticeship or traineeship provides a pathway, this form of training might be right for you. If you are seeking to become an apprentice or trainee, you need to be able to demonstrate the qualities and attributes employers seek (see chart below), understand what being an apprentice or trainee entails and be committed to completing the full period of training.



Some employers value people who have completed a pre-apprenticeship course. These courses offer an introduction to a trade or industry and provide a better understanding of what it is like to be an apprentice. Completing a pre-apprenticeship course can demonstrate to an employer that you have an interest in, and a commitment to, completing an apprenticeship.

### Get more information

If you are interested in becoming an apprentice, look at websites such as [australianapprenticeships.gov.au](http://australianapprenticeships.gov.au) or [aapathways.com.au](http://aapathways.com.au) and explore your chosen industry or occupation and talk to career advisers, or the Australian Apprenticeship Support Network.

## HIGHER EDUCATION

Higher education is a popular option for students who have completed year 12, and for some mature age people who are looking for further study. Australia's higher education system is made up of universities and other institutions which offer undergraduate degrees and higher qualifications.

Higher education is the pathway to a range of jobs, including the most highly skilled Professional occupations. Around three quarters of Professionals hold a bachelor degree or higher qualification and many Professional jobs can only be done by people who have a relevant qualification at the bachelor degree or higher level. Higher education qualifications are often required for jobs in Education and Training and Health Care and Social Assistance.

Higher education enrolments have increased strongly over the past decade (up by 45%), and in 2016 there were more than 1.06 million domestic students enrolled in higher education.

### Who can study through the higher education system?

People of all ages and genders can study through the higher education system, although there is usually an academic entry requirement. As courses are available for full-time and part-time study, as well as online, students across the country are able to access higher education. Higher education usually involves a commitment to at least three years of full-time equivalent study to attain a bachelor degree, but many courses involve longer periods of education.

Young people make up a large proportion of higher education students.

- 61% were aged 24 years or younger in 2016.
- 27% were aged 25 to 39 years.
- 12% were aged 40 years or older.

In 2016, females accounted for 58% of higher education students.

### What subject areas are offered?

The higher education sector provides training in all fields of education, but the largest numbers of enrolments are in Society and Culture (282,900 enrolments in 2016), which is a diverse field of education including studies in law, psychology, human welfare and society, language and linguistics, economics and sport and recreation. The largest enrolment growth has been in Health, which has doubled over the past decade to 206,100 in 2016.

### Higher education enrolments, by field of education

	2016 enrolments		10 year change	
	'000	'000	'000	%
Society and Culture	282.9	86.5	44	
Health	206.1	103.3	100	
Management and Commerce	190.1	30.2	19	
Education	120.6	28.8	31	
Natural and Physical Sciences	99.1	34.5	53	
Creative Arts	80.0	26.7	50	
Engineering and Related Technologies	67.7	20.4	43	
Information Technology	32.4	3.5	12	
Architecture and Building	24.4	7.2	42	
Agriculture, Environmental and Related Studies	14.3	-0.7	-5	
<b>All fields of education<sup>1</sup></b>	<b>1065.7</b>	<b>332.7</b>	<b>45</b>	

1. Total includes some mixed field and non-award courses

### What level of qualifications are offered?

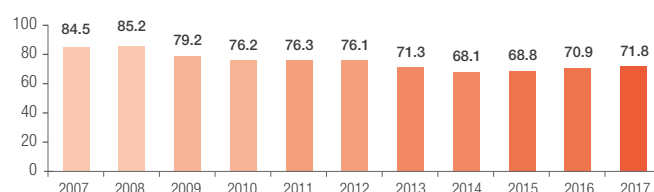
Universities offer courses at the undergraduate and postgraduate levels, including associate degrees, bachelor degrees, masters and PhD qualifications. The vast majority of students study at the bachelor degree level (74% in 2016).

### Higher education graduate employment outcomes

While higher level qualifications ultimately improve employment prospects, employment outcomes for students immediately after graduation have weakened over the past decade. There have, however, been recent signs of improvement (see chart below). In 2017, 71.8% of bachelor degree graduates (available for full-time work) found full-time employment four months after graduation.

Postgraduate studies can improve employment outcomes. In 2017, 86.1% of postgraduate coursework and 80.4% of postgraduate research graduates were employed full-time four months after graduation.

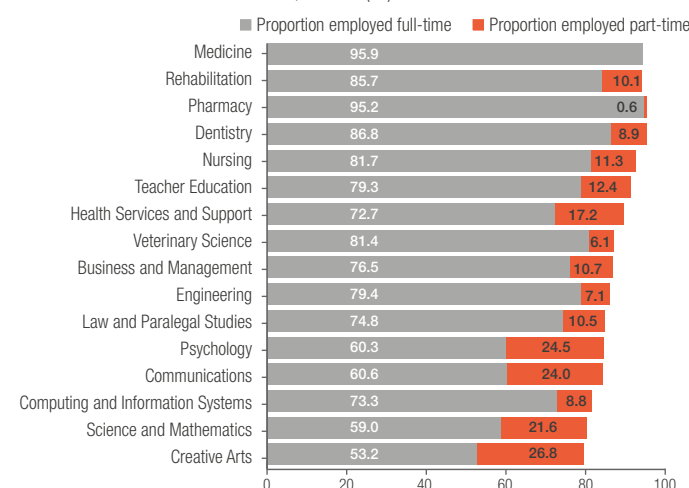
### Bachelor degree graduates employed full-time 4 months after graduation, 2007 to 2017 (%)



Graduate employment outcomes vary depending on the area of study. Vocationally oriented study areas (such as Medicine, Rehabilitation, Pharmacy, Dentistry and Teacher Education) generally have stronger employment outcomes immediately after graduation. Almost all Medicine and Pharmacy graduates find full-time employment after graduation, reflecting the internship requirements.

Graduates with more generalist degrees (such as Creative Arts, and Science and Mathematics) have weaker employment outcomes immediately after graduation, as these graduates can take longer to find their first job. Longitudinal studies, however, show that employment outcomes for graduates with more generalist degrees improve significantly over time.

### Bachelor degree graduates employed 4 months after graduation, selected fields of education, 2017 (%)\*



\*Full-time employment is a proportion of those available for full-time employment. Part-time employment is a proportion of those available for any employment

### Higher education graduate salaries

In 2017, the median annual full-time starting salary was \$60,000. Postgraduate coursework graduates had a median starting salary of \$81,000 and for postgraduate research graduates it was \$87,800.

The highest bachelor degree graduate salaries by area of study were

- Dentistry (\$78,300)
- Medicine (\$70,300)
- Engineering (\$64,000).

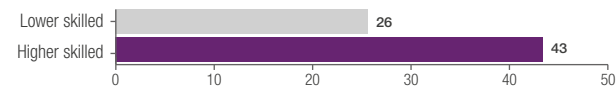
## FINDING A JOB

### Businesses with recruitment difficulties

Despite job vacancies attracting a high average number of applicants, there are still many employers who have difficulty finding the workers they need to support and grow their business.

Recruitment difficulty is most often reported for higher skilled vacancies, for which employers require higher levels of qualifications and experience. However, as shown in the graph below, even for lower skilled positions, more than a quarter of employers have difficulty finding suitable staff.

Proportion of businesses reporting difficulty recruiting, 2016–17 (%)



Employers who have difficulty recruiting for lower skilled positions commonly report that job seekers

- lack the experience required to do the job
- have inadequate employability skills or are poorly presented
- do not have the necessary training, licences or qualifications
- are unable to put together an application that is well set out, free of spelling and grammatical mistakes, and tailored to the job.

The common requirements of experience and employability skills, coupled with the competitive job search environment across much of Australia, has resulted in many young and inexperienced job seekers having difficulty getting a foothold in the jobs market.

### What do employers value?

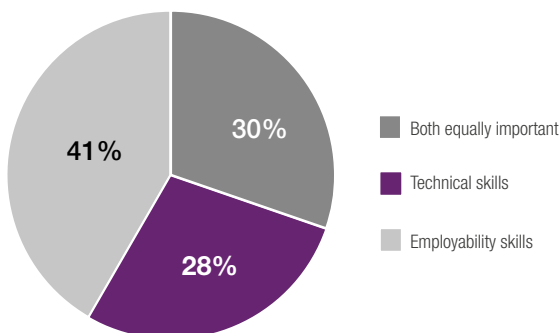
When recruiting, employers are looking for people who demonstrate experience, skills and knowledge, and employability skills. If you can demonstrate that you have these attributes, and that they are relevant to the position, you are more likely to be successful.

### What are employability skills?

Employability skills, or soft skills, cover a broad range of personal attributes and transferable skills that are very important to employers. The employability skill that employers consider to be most essential is 'people skills', in particular, how we engage with others.

Research by the Department of Jobs and Small Business has found that around 70% of employers place at least as much emphasis, if not more, on employability skills than they do on technical skills.

Are employability skills or technical skills most important to employers?



Applicants who do not have the employability skills that an employer requires will often be rejected, even if they have relevant qualifications, so even the most highly qualified applicants need to be able to demonstrate their employability skills. Job seekers who do not have post-school qualifications, including young job seekers, really need to demonstrate their employability skills to employers, including that they have a positive attitude and are prepared for the demands of the workplace.

Sources: Department of Jobs and Small Business, Survey of Employers' Recruitment Experiences

While employers consider a range of employability skills to be important, they may place greater emphasis on some skills over others. For example, employers seeking to fill positions in lower skilled occupations particularly value

- reliability
- motivation
- hard work
- good personal presentation.

Employers seeking to fill more highly skilled occupations also seek

- good communication and teamwork skills
- caring and empathetic individuals
- good organisational skills

### Do employability skills vary by occupation?

Although a range of employability skills are important for every job, employers look for particular attributes when recruiting for particular jobs. The following examples are based on discussions with Australian employers and give some insight into what employers are seeking.

#### Aged and Disabled Carers

1. Caring and empathetic
2. People skills
3. Good communication skills

#### Chefs

1. Reliable
2. Hardworking
3. Enthusiastic and a positive attitude

#### Child Carers

1. Caring and empathetic
2. People skills
3. Work well in a team

#### Electricians

1. People skills
2. Reliable
3. Hardworking

#### Hairdressers

1. People Skills
2. Well presented
3. Work well in a team

#### General Sales Assistants

1. People skills
2. Customer service skills
3. Reliable

### The value of workplace experience

One of the most difficult challenges that even the most highly educated person can face is breaking into the labour market with little or no work experience. Roughly two thirds of all vacancies require some level of experience. Even in cases where experience is not essential, many employers will often select an applicant with previous work experience over an applicant who has none.

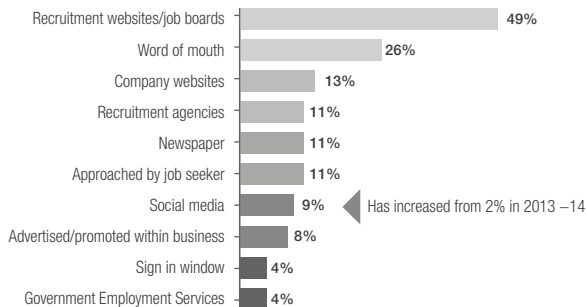
Inexperienced job seekers should be receptive to a broad range of employment prospects and should take advantage of all available opportunities to gain experience, including volunteer work, internships, work experience placements, and apprenticeships. These opportunities, even if not directly related to a job seeker's career goals, can help develop employability skills and provide much needed references. They can be valuable stepping stones to an entry-level role that leads to better opportunities in the future.

## FINDING A JOB

### How do employers recruit?

Employers use a wide range of recruitment methods to fill their vacancies. The most common recruitment methods used by employers in the 2016–17 financial year (latest data available) are shown in the graph below.

Methods of recruitment, proportion of vacancies, 2016–17\*



\*Some employers use more than one recruitment method

The majority of jobs are widely accessible, including those advertised on recruitment websites, job boards, company websites, in newspapers and on social media sites.

For some vacancies, employers use recruitment agencies (11%, including labour hire firms) or Australian Government Employment Services providers, i.e. jobactive (4%), to recruit staff. Employment services providers also offer job search advice and training to help job seekers find work.

Other vacancies are 'hidden' due to employers relying on more informal recruitment methods. Some employers use word of mouth by asking existing employees, friends, or family members if they know anyone who may be interested in the position. Other employers fill positions with job seekers who have approached the business to ask about potential job opportunities.

### Are there ways for job seekers to stand out?

Getting a job in some occupations or areas can be very competitive and it can be difficult to stand out from the crowd. Here are some tips to help you to stand out from other applicants.

- Act early. Some employers hire the first applicant who meets their criteria.
- Further education and training helps you to get the skills and qualifications for jobs that interest you.
- If you already have qualifications, you may need to consider broadening and diversifying your skill set. Apart from providing additional skills and qualifications, training demonstrates a commitment to a particular career direction.
- Experience is valuable as it can demonstrate you already have the skills for the job, and that you are committed to work.
- Demonstrate your employability skills at all stages of the recruitment process. Being on time, speaking clearly and noting the importance of teamwork at interviews are examples of ways to show your skills.

### Things to keep in mind when applying for a job

It can be difficult when applying for a job to know how to tailor your application or prepare for an interview. Many job seekers underestimate the importance of their application and presentation at the interview, which is usually an employer's first impression of you. Keep in mind the following tips.

- Pay attention to detail in your job applications and résumé, particularly to spelling and grammar.
- Ensure your résumé is up-to-date and highlights your transferable skills but is not too long (up to three pages).
- Tailor your application and résumé to the position for which you are applying. If unsure, research the business and/or industry to demonstrate that you have an interest in the job and understand what is required.
- Approach employers directly and follow up on your application. This is your opportunity to make a good first impression and to demonstrate an understanding of the job.
- Make sure you are wearing appropriate clothes and have a tidy appearance when you attend interviews. If you're not sure what to wear, do some research or visit the business before your interview to see what current workers are wearing.

### For more information and assistance

Resources to help you find a job or choose a career are provided on page 46.

The Department of Jobs and Small Business produces a range of posters for career advisers, teaching professionals and job providers as a resource to use with job seekers and students.

**What do employers expect from young job seekers?**

**WHAT ARE THE MOST IMPORTANT THINGS EMPLOYERS LOOK FOR?**

- ▶ A positive attitude and willingness to work
- ▶ Motivation and reliability
- ▶ Someone who is prepared to learn and take direction

**BEING RELIABLE AND RESPONSIBLE IS IMPORTANT**

Young people need to be:

- ▶ Punctual and dependable
- ▶ Respectful to colleagues and customers
- ▶ Loyal and stay in a job for a period of time

More information can be found at <https://www.jobs.gov.au/job-seekers-0>

Available at [lmip.gov.au](http://lmip.gov.au).

## OCCUPATION PROFILES (SELECTED CASE STUDIES)

There are many things to consider when thinking about which occupation might be best for you. The Occupation Matrix (page 40) and the case studies below give examples of what to consider and show how diverse occupation labour markets can be.

You may also want to consider a range of other factors, such as whether particular occupations require you to work outdoors, are physically demanding or include shift work, as lifestyle factors may influence your choice. These issues are not included in this publication but career advisers and employment services organisations may be able to assist.

### Carpenters and Joiners

(part of Technicians and Trades Workers)

- There are around 131,900 Carpenters and Joiners. Employment has risen by 11,900 (or 9.9%) over the past five years.
- The number of advertised jobs on the Internet for these workers has doubled over the past five years.
- A national shortage of these workers re-emerged in 2017 (evident for the first time since 2008).
- Employment is projected to remain relatively unchanged over the five years to May 2022.
- Entry to this trade is generally through the completion of an apprenticeship. Around three quarters of Carpenters and Joiners hold a certificate III or higher vocational qualification.
- There are opportunities for self-employment, with around 37% of Carpenters and Joiners being owner managers.
- The workforce is relatively young. The median age is 32 and 25% of workers are aged 15 to 24 years.
- These workers are predominantly male and most work full-time (92%).
- The median weekly full-time wage is \$1000.
- There is potential for career progression into higher skilled occupations, such as Construction Manager.

### Aged and Disabled Carers

(part of Community and Personal Service Workers)

- This is a large and fast growing occupation. There are 171,000 Aged and Disabled Carers, and employment has increased by 49,800 (or 41.1%) over the past five years.
- In line with rising employment, the number of advertised jobs on the Internet has increased strongly over the past five years (up by around 35%).
- Employment is projected to continue to grow strongly (up by 47.3% over the five years to May 2022) as the Australian population ages.
- The workforce is relatively old. The median age is 47 and almost 30% of workers are aged 55 years or older. In addition to new jobs being created, further opportunities will occur as people retire over the next decade or so.
- Employers generally seek applicants who hold relevant qualifications. Around 52% of these workers hold a certificate III or higher vocational qualification and 14% have a bachelor degree or higher.
- Aged and Disabled Carers are predominantly female (77%) and part-time work is common (64%).
- The median weekly full-time wage is \$900.

### General Sales Assistants

(part of Sales Workers)

- This is the largest employing occupation in Australia (with 553,200 workers) and there are opportunities in almost every location. Around 51,700 new jobs were added over the past five years (up by 10.3%).
- Employment is projected to rise by 4.7% over the five years to May 2022, although more vacancies will be created as people leave to work in other occupations or retire.

- Around 73% of General Sales Assistants work in Retail Trade and a further 14% work in Accommodation and Food Services.
- There are good opportunities for entry to the labour market as post-school qualifications are generally not required.
- A large share of these jobs are part-time and there may be a need to work weekends and evenings, providing an opportunity to study while you work. Around 37% of these workers are completing some form of education, including 18% who are at university.
- There is often strong competition for these jobs.
- The workforce is relatively young, with almost half aged 15 to 24 years.
- The median weekly full-time wage is \$850.

### Software and Application Programmers

(part of Professionals)

- This is a growing occupation. There are 109,100 Software and Applications Programmers, an increase of by 25,100 (or 29.9%) over the past five years.
- Employment is projected to grow by 14.5% over the five years to May 2022.
- The number of advertised jobs on the Internet for these workers has increased steadily since 2014 (but remains below the peak in 2008).
- University education is generally required (80% hold a bachelor degree or higher) but employers also value certifications in software packages and relevant experience.
- Higher education enrolments in Information Technology have increased by around 12% over the past decade.
- Employment outcomes for Computing and Information Systems bachelor degree graduates are above average (in 2017, 73.1% of were employed full-time four months after completing their study).
- Employment is available across a broad range of industries.
- The workforce is relatively young, with the median age being 37.
- Software and Applications Programmers are mostly male (85%) and jobs are typically full-time.
- Earnings are high. The median weekly full-time wage is \$1803.

### Bar Attendants and Baristas

(part of Community and Personal Service Workers)

- There are 111,500 Bar Attendants and Baristas and jobs are available in most locations. Employment has risen by 24,800 (28.6%) over the past five years.
- Above average employment growth is projected over the five years to May 2022 (up by 11.8%).
- The number of advertised jobs on the Internet increased strongly over the year to December 2017.
- There is strong competition for these positions, with employers usually attracting large fields of applicants.
- There are good opportunities for entry to the labour market. Post-school qualifications are generally not needed, although previous experience is valued and employers usually require applicants to have relevant licences (such as Responsible Service of Alcohol) and excellent customer service skills.
- Most work part-time (64%) and hours can include late nights and weekends, which may suit people combining work with study. Around one in four of these workers are also attending university.
- Bar Attendants and Baristas are generally young (the median age is 24).
- The median weekly full-time wage is \$873.

## GUIDE TO THE OCCUPATION MATRIX

### How do I use the Matrix?

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

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

Titles in the Matrix have been grouped into broad categories based on field of work to assist users to better explore the labour market. There are 21 groupings.

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

Some titles appear in more than one category.

The relevant occupation major group is listed in brackets after each occupation title. These refer to the groups on pages 23 to 28.

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

The employment information gives the total number of people employed in the occupation at November 2017. It includes both full-time and part-time workers.

Employment change refers to levels of employment increasing or decreasing, as well as the percentage change, over the five years to November 2017.

Data Source: ABS, Labour Force, Department of Jobs and Small Business trend

### Working part-time

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

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

### Female

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

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

### Median age

The median age is expressed in years for all workers (part-time and full-time). Half the workers are younger than this age and half are older.

Data Source: ABS, Census of Population and Housing

### Unemployment rate

The unemployment rate is the number of unemployed persons as a percentage of the labour force (employed plus unemployed). The unemployment rate is presented in three categories: below average, average and above average. These categories are based on the occupation's average unemployment rate over 2017 relative to the average across all occupations. Occupational unemployment rates do not reflect underutilised skills (such as an Accountant working as an Accounting Clerk).

The occupational unemployment rate may be lower than the published national unemployment rate as it does not include first job seekers and those who have not worked full-time or part-time in the past two years.

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

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

### Median earnings

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

Key	Median weekly earnings
\$	≤ \$950
\$\$	\$951 to \$1,100
\$\$\$	\$1,101 to \$1,350
\$\$\$\$	\$1,351 to \$1,650
\$\$\$\$\$	> \$1,650

Data Source: ABS, Characteristics of Employment, 2015

### No post-school qualification

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

Data Source: ABS, Census of Population and Housing

### Projected employment change

This presents the percentage change in employment projected over the five years to May 2022.

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

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

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

Data Source: Department of Jobs and Small Business, Occupation Employment Projections

## OCCUPATION MATRIX

Occupation	Employ't	5 year change		Working	Female	Median	Unemploy't	Median	No	Projected
	Nov 2017	to Nov 2017	%	Part-time	%	Age	Rate 2017	Earnings	Post-school Qual	Employ't Change
	'000	'000	%	%	%	years			%	%
<b>Accounting, Banking and Financial Services</b>										
Accountants (P)	184.8	20.8	12.7	19	48	38	Average	\$\$\$\$	-	6.9
Accounting Clerks (CA)	130.6	-21.9	-14.3	39	81	44	Average	\$\$	38	-6.6
Auditors and Company Secretaries (P)	19.9	3.0	17.9	9	42	38	Average	\$\$\$\$	11	23.6
Bank Workers (CA)	53.2	-3.6	-6.4	31	66	38	Below Average	\$\$\$	41	2.0
Bookkeepers (CA)	109.6	-1.2	-1.1	67	90	48	Below Average	\$	36	-3.2
Credit and Loans Officers (CA)	27.5	0.5	2.0	14	49	38	Below Average	\$\$\$	34	-0.4
Debt Collectors (CA)	9.8	0.8	8.8	44	73	38	Average	\$	43	-15.9
Economists (P)	4.3	1.7	66.4	6	21	37	Below Average	\$\$\$\$	-	15.4
Finance Managers (M)	57.8	10.8	23.1	11	44	45	Below Average	\$\$\$\$	12	6.4
Financial Brokers (P)	34.4	9.9	40.6	17	37	43	Below Average	\$\$\$	18	16.3
Financial Dealers (P)	16.8	-0.8	-4.7	13	27	38	Below Average	\$\$\$	17	-0.4
Financial Investment Advisers and Managers (P)	50.3	4.3	9.4	15	30	42	Below Average	\$\$\$\$	9	2.9
Insurance, Money Market and Statistical Clerks (CA)	29.4	-4.4	-12.9	18	68	37	Below Average	\$	36	-3.7
Payroll Clerks (CA)	43.4	3.4	8.6	30	85	44	Below Average	\$	44	-0.4
<b>Administration and Human Resources</b>										
Archivists, Curators and Records Managers (P)	7.2	0.7	10.4	29	69	46	Below Average	\$\$\$\$	14	18.3
Call or Contact Centre and Customer Service Managers (M)	40.1	7.3	22.4	8	36	41	Below Average	\$\$\$	26	17.3
Call or Contact Centre Workers (CA)	32.0	2.0	6.6	37	67	34	Above Average	\$	46	4.9
Contract, Program and Project Administrators (CA)	121.1	11.5	10.5	21	58	42	Below Average	\$\$\$\$	18	7.4
Corporate Services Managers (M)	16.9	-	-	19	62	48	Average	\$\$\$\$	23	6.4
Filing and Registry Clerks (CA)	16.7	-3.8	-18.3	44	74	42	Above Average	\$	42	4.7
General Clerks (CA)	235.6	25.4	12.1	42	85	44	Average	\$	43	8.8
Human Resource Managers (M)	51.7	3.3	6.7	13	58	44	Average	\$\$\$\$	14	12.9
Human Resource Professionals (P)	65.1	7.7	13.4	20	66	37	Average	\$\$\$	20	5.1
Information Officers (CA)	65.6	-1.7	-2.5	32	67	39	Average	\$	38	10.0
Keyboard Operators (CA)	65.1	8.9	15.8	42	85	42	Above Average	\$	47	-4.6
Mail Sorters (CA)	7.9	-3.8	-32.7	38	57	50	Above Average	\$	58	-13.5
Management and Organisation Analysts (P)	63.7	6.9	12.2	18	43	42	Average	\$\$\$\$	12	15.4
Office Managers (CA)	117.6	-6.8	-5.4	34	83	46	Below Average	\$\$\$	39	4.0
Personal Assistants (CA)	49.9	-4.9	-8.9	25	99	42	Average	\$\$\$	36	-4.7
Receptionists (CA)	180.7	-1.9	-1.0	54	94	41	Above Average	\$	48	-0.5
Secretaries (CA)	49.6	-21.1	-29.9	49	95	50	Average	\$	48	-24.9
Survey Interviewers (CA)	3.3	-2.3	-41.1	84	63	43	Above Average	-	33	-7.4
Switchboard Operators (CA)	4.0	-0.6	-13.5	48	81	45	Above Average	-	58	-26.4
<b>Advertising, Public Relations, Media and Arts</b>										
Actors, Dancers and Other Entertainers (P)	8.7	3.8	77.0	74	51	33	Above Average	\$\$\$\$	37	4.5
Advertising and Marketing Professionals (P)	87.4	32.1	58.1	21	60	34	Below Average	\$\$\$	15	10.5
Advertising, Public Relations and Sales Managers (M)	128.5	7.5	6.2	11	39	41	Below Average	\$\$\$\$	23	10.4
Artistic Directors, Media Producers & Presenters (P)	12.9	-1.2	-8.7	27	45	39	Average	\$\$\$\$	27	6.5
Authors, and Book and Script Editors (P)	8.9	1.2	15.7	59	70	46	Below Average	-	11	5.4
Fashion, Industrial and Jewellery Designers (P)	9.7	-0.6	-5.9	38	63	36	Below Average	\$\$\$	15	20.1
Film, Television, Radio and Stage Directors (P)	13.3	5.0	60.6	21	32	37	Average	\$\$\$	23	-6.1
Gallery, Library and Museum Technicians (TT)	7.1	1.9	36.8	45	83	51	Below Average	\$\$\$	19	-0.8
Graphic and Web Designers, and Illustrators (P)	61.1	7.7	14.5	25	49	35	Average	\$\$\$	12	16.1
Jewellers (TT)	6.1	2.2	57.4	28	47	46	Average	\$	27	0.0
Journalists and Other Writers (P)	27.1	-2.4	-8.2	31	61	39	Average	\$\$\$	16	-3.4
Models and Sales Demonstrators (SW)	9.4	-2.9	-23.8	72	78	45	Above Average	\$	56	0.0
Music Professionals (P)	7.1	-2.7	-27.7	55	38	40	Above Average	-	32	-7.0
Performing Arts Technicians (TT)	13.8	-1.0	-6.9	35	38	34	Above Average	\$\$\$	29	9.5
Photographers (P)	15.9	8.0	99.6	42	59	38	Average	-	27	4.5
Public Relations Professionals (P)	22.2	3.1	16.3	23	69	34	Average	\$\$\$	13	9.8
Signwriters (TT)	5.7	-0.2	-2.8	8	7	41	Below Average	\$	33	0.0
Visual Arts and Crafts Professionals (P)	6.8	-2.0	-23.0	53	54	50	Average	-	27	-5.8
<b>Agriculture, Animal and Horticulture</b>										
Agricultural and Forestry Scientists (P)	11.1	4.6	70.0	10	23	44	Below Average	\$\$\$	11	0.6
Agricultural Technicians (TT)	2.0	-0.9	-30.8	19	51	41	Below Average	-	24	3.9
Agricultural, Forestry and Horticultural Plant Operators (MO)	13.1	-1.9	-12.9	14	8	43	Above Average	\$	58	0.3
Animal Attendants and Trainers (TT)	18.8	3.5	22.8	49	71	38	Average	\$	45	11.5



OCCUPATION MATRIX	Employ't	5 year change		Working	Female	Median	Unemploy't	Median	No	Projected
	Nov 2017	to Nov 2017	%	Part-time	%	Age	Rate 2017	Earnings	Post-school Qual	Employ't Change
Occupation	'000	'000	%	%	%	years			%	%
Aquaculture Farmers (M)	4.0	-	-	9	12	45	Above Average	\$	42	-3.2
Aquaculture Workers (L)	1.0	0.2	20.0	40	14	36	Above Average	\$	54	6.3
Crop Farm Workers (L)	26.5	5.3	25.3	36	32	37	Above Average	\$	63	10.5
Crop Farmers (M)	41.7	-1.3	-3.0	16	17	52	Below Average	\$\$\$	56	1.4
Deck and Fishing Hands (L)	8.3	0.6	8.1	29	7	42	Above Average	\$\$\$\$	41	8.4
Forestry and Logging Workers (L)	2.9	0.6	23.4	32	3	38	Above Average	\$	55	0.5
Gardeners (TT)	74.6	5.2	7.5	28	9	41	Above Average	\$	38	11.3
Garden and Nursery Labourers (L)	35.8	4.9	16.0	37	16	43	Above Average	\$	55	0.5
Livestock Farm Workers (L)	27.7	-1.0	-3.4	37	39	33	Above Average	\$	59	2.4
Livestock Farmers (M)	77.5	4.3	5.9	28	31	57	Below Average	\$	53	-16.4
Mixed Crop and Livestock Farm Workers (L)	4.4	0.8	21.9	34	21	38	Above Average	-	57	3.9
Mixed Crop and Livestock Farmers (M)	23.5	-3.9	-14.3	10	23	55	Below Average	\$	54	-17.8
Nurserypersons (TT)	5.2	0.9	19.8	24	23	47	Above Average	\$	32	0.3
Primary Products Inspectors (TT)	4.2	-0.8	-16.5	27	41	45	Below Average	\$\$\$\$	19	-0.6
Shearers (TT)	3.9	0.8	25.0	7	3	38	Above Average	\$	60	-6.3
Veterinarians (P)	11.6	2.2	23.3	18	53	39	Average	\$\$\$	-	9.9
Veterinary Nurses (TT)	13.2	0.5	4.3	38	95	29	Above Average	\$	21	6.4
<b>Automotive, Transport and Logistics</b>										
Air Transport Professionals (P)	18.3	3.4	22.8	15	15	42	Average	\$\$\$\$	15	2.0
Automobile Drivers (MO)	57.0	19.8	53.2	34	5	46	Below Average	-	40	16.1
Automotive Electricians (TT)	6.2	-3.0	-32.5	3	4	37	Above Average	\$	11	-0.3
Bus and Coach Drivers (MO)	42.9	4.6	12.1	33	14	55	Below Average	\$\$\$	46	0.6
Car Detailers (L)	14.8	-2.6	-15.1	34	10	36	Above Average	\$	64	-0.6
Couriers and Postal Deliverers (CA)	43.6	2.7	6.5	23	13	49	Average	\$	57	6.3
Delivery Drivers (MO)	48.0	6.5	15.6	45	10	39	Above Average	\$	60	5.4
Forklift Drivers (MO)	52.9	-11.2	-17.5	8	3	42	Above Average	\$	66	1.1
Freight and Furniture Handlers (L)	15.7	2.3	17.4	25	5	38	Above Average	\$\$\$	59	3.9
Marine Transport Professionals (P)	8.6	-0.5	-5.3	7	4	46	Average	\$\$\$\$	10	-4.5
Motor Mechanics (TT)	109.9	25.9	30.9	8	1	36	Below Average	\$	17	1.4
Motor Vehicle Parts and Accessories Fitters (L)	11.9	-3.7	-23.6	12	1	34	Average	\$	54	-10.5
Panelbeaters (TT)	15.9	2.9	22.7	7	0	41	Below Average	\$	18	0.0
Purchasing and Supply Logistics Clerks (CA)	92.5	7.3	8.6	18	42	41	Average	\$\$\$	44	2.9
Railway Track Workers (L)	5.5	2.3	69.3	8	4	44	Average	\$\$\$	52	6.4
Recycling and Rubbish Collectors (L)	2.1	-0.2	-10.1	9	10	46	Above Average	-	60	1.0
Supply, Distribution and Procurement Managers (M)	45.5	4.3	10.5	4	22	45	Below Average	\$\$\$\$	32	20.9
Train and Tram Drivers (MO)	11.7	-0.1	-1.2	3	15	49	Below Average	\$\$\$\$	40	5.4
Transport and Despatch Clerks (CA)	40.8	6.7	19.8	10	30	42	Average	\$	46	8.2
Transport Services Managers (M)	23.1	7.4	47.0	11	18	48	Below Average	\$\$\$\$	46	13.7
Truck Drivers (MO)	208.3	33.8	19.4	9	4	47	Average	\$\$\$	62	8.8
Vehicle Body Builders and Trimmers (TT)	4.6	-0.8	-15.5	14	2	42	Below Average	\$	31	-14.7
Vehicle Painters (TT)	12.3	2.9	30.9	4	3	36	Above Average	\$\$\$	24	6.0
<b>Construction, Architecture and Design</b>										
Architects and Landscape Architects (P)	20.6	-2.8	-12.1	15	27	39	Average	\$\$\$	-	9.2
Architectural, Building & Surveying Technicians (TT)	69.6	12.9	22.8	7	10	42	Below Average	\$\$\$\$	16	10.0
Bricklayers and Stonemasons (TT)	27.4	2.1	8.4	14	0	38	Above Average	\$\$\$	32	2.6
Building and Plumbing Labourers (L)	71.2	25.1	54.5	19	2	34	Above Average	\$	56	-1.1
Cabinetmakers (TT)	24.5	-0.6	-2.6	6	2	36	Below Average	\$	26	-2.1
Carpenters and Joiners (TT)	131.9	11.9	9.9	8	0	32	Below Average	\$	21	0.2
Civil Engineering Draftspersons and Technicians (TT)	11.5	-2.3	-16.9	7	18	39	Below Average	\$\$\$\$	18	2.6
Civil Engineering Professionals (P)	51.6	11.9	29.9	7	13	36	Average	\$\$\$\$	-	20.6
Concreters (L)	41.7	2.0	5.0	10	2	36	Above Average	\$\$\$	54	14.3
Construction Managers (M)	102.3	33.5	48.6	9	7	44	Below Average	\$\$\$\$	15	12.6
Crane, Hoist and Lift Operators (MO)	13.7	1.3	10.6	2	1	44	Average	\$\$\$	47	-4.9
Earthmoving Plant Operators (MO)	48.0	-3.1	-6.1	8	3	45	Average	\$\$\$	58	-0.2
Fencers (L)	10.5	0.5	4.8	23	3	42	Average	\$	57	5.5
Floor Finishers (TT)	14.1	1.8	15.1	10	1	40	Average	\$	47	3.9
Glaziers (TT)	13.2	5.4	69.3	5	2	37	Below Average	\$\$\$	35	10.4
Insulation and Home Improvement Installers (L)	24.8	11.7	89.1	18	5	40	Average	\$\$\$	48	30.1
Interior Designers (P)	14.7	4.2	40.7	27	71	38	Below Average	\$	11	16.3

OCCUPATION MATRIX	Employ't	5 year change		Working	Female	Median	Unemploy't	Median	No	Projected
	Nov 2017	Nov 2017	%	Part-time	%	Age	Rate 2017	Earnings	Post-school	Employ't
Occupation	'000	'000	%	%	%	years			%	%
Land Economists and Valuers (P)	10.0	-2.1	-17.7	13	21	42	Below Average	\$\$\$\$	13	15.4
Other Building and Engineering Technicians (TT)	20.4	-4.4	-17.7	6	10	44	Average	\$\$\$\$	17	6.4
Painting Trades Workers (TT)	53.4	2.6	5.2	13	1	42	Above Average	\$	33	1.7
Paving and Surfacing Labourers (L)	7.8	-3.6	-31.8	3	3	42	Average	\$\$\$	59	3.4
Plasterers (TT)	36.8	11.6	46.1	13	1	37	Average	\$	42	13.0
Plumbers (TT)	87.5	9.4	12.0	7	1	33	Below Average	\$\$\$	19	11.2
Roof Tilers (TT)	9.8	1.4	16.2	8	3	32	Average	\$	37	2.5
Safety Inspectors (TT)	4.7	0.3	6.3	21	26	48	Below Average	\$\$\$\$	12	2.5
Structural Steel Construction Workers (L)	23.7	-3.7	-13.5	10	1	35	Above Average	\$\$\$	48	19.3
Urban and Regional Planners (P)	14.0	0.8	6.0	19	49	38	Below Average	\$\$\$	-	11.1
Wall and Floor Tilers (TT)	26.6	10.4	64.5	18	3	37	Average	\$	37	14.2
<b>Education and Training</b>										
Driving Instructors (CP)	8.0	0.7	9.4	38	14	52	Below Average	-	20	26.7
Early Childhood (Pre-primary School) Teachers (P)	44.5	20.0	81.9	39	96	40	Below Average	\$	-	26.4
Education Advisers and Reviewers (P)	29.4	-	-	35	64	46	Average	\$\$\$	-	17.4
Education Aides (CP)	97.0	10.1	11.6	74	88	46	Average	\$	27	23.6
Librarians (P)	13.8	-1.1	-7.1	38	89	51	Average	\$\$\$	-	15.6
Library Assistants (CA)	7.2	1.2	19.6	63	88	49	Below Average	\$\$\$	35	-13.0
Primary School Teachers (P)	158.9	8.2	5.5	30	86	41	Below Average	\$\$\$	-	7.0
Private Tutors and Teachers (P)	45.8	19.5	74.1	80	68	36	Average	\$\$\$	30	12.8
School Principals (M)	22.9	2.3	11.2	3	62	50	Below Average	\$\$\$\$	-	10.5
Secondary School Teachers (P)	131.6	-11.5	-8.0	22	63	43	Below Average	\$\$\$	-	4.3
Special Education Teachers (P)	19.9	-0.8	-3.8	40	86	46	Below Average	\$\$\$	-	5.9
Teachers of English to Speakers of Other Languages (P)	6.0	-1.2	-16.9	53	69	49	Above Average	-	-	4.5
Training and Development Professionals (P)	19.7	-7.4	-27.4	25	60	43	Below Average	\$\$\$	15	-0.1
University Lecturers and Tutors (P)	50.1	1.3	2.6	34	44	45	Average	\$\$\$\$	-	7.0
Vocational Education Teachers (P)	33.3	-2.2	-6.1	37	48	50	Average	\$\$\$	-	6.3
<b>Electrical and Electronics</b>										
Airconditioning and Refrigeration Mechanics (TT)	26.4	0.0	-0.1	10	1	33	Below Average	\$\$\$	20	7.2
Electrical Distribution Trades Workers (TT)	9.8	-2.6	-21.0	0	0	38	Below Average	\$\$\$	11	-5.0
Electrical Engineering Draftspersons and Technicians (TT)	5.1	-1.3	-19.7	13	12	42	Above Average	\$\$\$	10	-0.4
Electrical Engineers (P)	17.9	-6.3	-25.9	8	5	39	Average	\$\$\$\$	-	1.5
Electricians (TT)	158.7	24.9	18.6	9	2	34	Below Average	\$\$\$	14	6.9
Electronic Engineering Draftspersons and Technicians (TT)	7.2	0.9	14.8	17	11	44	Below Average	\$	13	-1.0
Electronics Engineers (P)	5.0	-2.0	-29.2	16	1	43	Average	-	-	1.5
Electronics Trades Workers (TT)	26.0	-6.6	-20.1	16	6	39	Average	\$\$\$	26	4.5
<b>Engineers and Engineering Trades</b>										
Aircraft Maintenance Engineers (TT)	9.9	-1.9	-16.0	2	2	40	Below Average	\$\$\$	-	2.7
Chemical and Materials Engineers (P)	6.1	0.6	11.8	9	24	38	Average	\$\$\$\$	-	1.5
Civil Engineering Professionals (P)	51.6	11.9	29.9	7	13	36	Average	\$\$\$\$	-	20.6
Electrical Engineers (P)	17.9	-6.3	-25.9	8	5	39	Average	\$\$\$\$	-	1.5
Electronics Engineers (P)	5.0	-2.0	-29.2	16	1	43	Average	-	-	1.5
Engineering Managers (M)	19.6	-0.8	-3.9	4	17	45	Average	\$\$\$\$	-	11.5
Industrial, Mechanical and Production Engineers (P)	23.4	-8.8	-27.3	4	5	38	Below Average	\$\$\$\$	-	-5.3
Mechanical Engineering Draftspersons and Technicians (TT)	6.0	-2.2	-27.1	5	2	42	Below Average	\$\$\$	11	7.2
Metal Casting, Forging and Finishing Trades Workers (TT)	2.9	0.9	43.1	20	10	44	Below Average	-	40	-8.3
Metal Fitters and Machinists (TT)	108.6	-7.9	-6.8	3	1	40	Below Average	\$\$\$	12	-5.7
Mining Engineers (P)	9.0	-3.3	-26.7	9	11	36	Average	\$\$\$\$	-	8.8
Precision Metal Trades Workers (TT)	5.3	-0.3	-4.9	12	14	43	Average	\$	23	3.1
Sheetmetal Trades Workers (TT)	5.5	-2.2	-28.4	8	0	40	Average	\$\$\$	25	1.0
Structural Steel and Welding Trades Workers (TT)	79.9	-0.5	-0.6	6	1	38	Above Average	\$\$\$	21	-4.5
Telecommunications Engineering Professionals (P)	10.7	0.5	5.0	5	19	39	Average	\$\$\$	8	19.9
Toolmakers and Engineering Patternmakers (TT)	5.9	-1.5	-20.5	17	0	50	Below Average	\$\$\$	13	-17.8
<b>Executive and General Management</b>										
Chief Executives and Managing Directors (M)	43.5	-27.4	-38.6	10	26	50	Below Average	\$\$\$\$	19	1.8
General Managers (M)	39.9	-10.2	-20.4	11	33	46	Below Average	\$\$\$\$	20	-0.3
Policy and Planning Managers (M)	19.8	-1.2	-5.7	12	53	44	Average	\$\$\$\$	-	7.7
Research and Development Managers (M)	12.2	0.3	2.9	21	49	44	Below Average	\$\$\$\$	-	17.8

OCCUPATION MATRIX	Employ't	5 year change	Working	Female	Median	Unemploy't	Median	No	Projected	
	Nov 2017	to Nov 2017	Part-time	%	Age	Rate 2017	Earnings	Post-school Qual	Employ't Change	
Occupation	'000	'000	%	%	%	years		%	%	
<b>Government, Defence and Protective Services</b>										
Commissioned Officers (Management) (M)	1.5	-0.6	-28.4	0	11	39	Average	\$\$\$\$	20	9.1
Fire and Emergency Workers (CP)	16.0	-1.2	-7.0	5	7	44	Below Average	\$\$\$\$	16	3.4
Inspectors and Regulatory Officers (CA)	30.8	-0.8	-2.4	19	52	44	Below Average	\$\$\$\$	27	2.4
Intelligence and Policy Analysts (P)	31.3	6.1	24.2	19	60	38	Below Average	\$\$\$\$\$	-	15.4
Police (CP)	60.4	-1.5	-2.4	7	27	40	Below Average	\$\$\$\$\$	18	9.6
Prison Officers (CP)	21.2	8.2	62.8	4	34	46	Below Average	\$\$\$\$	27	10.6
Security Officers and Guards (CP)	60.1	8.7	16.9	29	17	41	Above Average	\$\$\$	36	7.5
<b>Health and Community Services</b>										
Aged and Disabled Carers (CP)	171.0	49.8	41.1	64	77	47	Average	\$	22	47.3
Ambulance Officers and Paramedics (CP)	19.1	2.2	13.0	13	44	40	Below Average	\$\$\$\$\$	-	24.5
Anaesthetists (P)	4.2	0.4	10.5	9	14	44	Below Average	\$\$\$\$\$	-	22.5
Child Care Centre Managers (M)	15.6	4.6	42.0	33	92	40	Below Average	\$\$\$	-	21.3
Child Carers (CP)	162.4	46.7	40.4	51	95	33	Average	\$	20	18.1
Chiropractors and Osteopaths (P)	6.2	1.8	42.6	49	39	38	Below Average	-	-	20.9
Counsellors (P)	26.1	7.9	43.6	46	77	45	Below Average	\$\$\$	-	24.8
Dental Assistants (CP)	26.2	4.3	19.8	45	98	31	Average	\$	25	0.0
Dental Hygienists, Technicians and Therapists (CP)	7.0	2.2	46.4	34	75	40	Below Average	-	-	4.4
Dental Practitioners (P)	16.3	2.5	18.1	35	49	41	Below Average	\$\$\$\$\$	-	20.9
Nutrition Professionals (P)	9.7	4.6	91.7	48	97	34	Below Average	\$\$\$	-	18.8
Enrolled and Mothercraft Nurses (CP)	21.2	-2.8	-11.8	52	90	46	Below Average	\$\$\$	-	2.5
Generalist Medical Practitioners (P)	65.1	15.7	31.8	20	49	42	Below Average	\$\$\$\$\$	-	21.6
Health and Welfare Services Managers (M)	21.4	1.9	9.8	15	70	48	Below Average	\$\$\$\$\$	8	28.2
Massage Therapists (CP)	21.9	7.4	50.9	70	78	41	Below Average	\$\$\$	11	13.8
Medical Imaging Professionals (P)	18.3	5.5	43.2	28	59	37	Below Average	\$\$\$\$\$	-	11.3
Medical Technicians (TT)	28.2	3.7	15.1	48	74	42	Average	\$	20	19.8
Midwives (P)	15.5	-1.4	-8.2	55	99	45	Below Average	\$\$\$\$	-	10.2
Ministers of Religion (P)	19.3	3.4	21.6	25	25	49	Below Average	\$	-	4.1
Nurse Educators and Researchers (P)	6.1	1.4	31.2	40	91	46	Below Average	\$\$\$\$\$	-	29.0
Nurse Managers (P)	15.8	2.0	14.2	22	90	48	Below Average	\$\$\$\$\$	-	24.9
Nursing Support and Personal Care Workers (CP)	92.6	3.5	3.9	60	76	43	Average	\$	24	14.3
Occupational & Environmental Health Professionals (P)	24.2	-2.4	-9.0	18	34	44	Below Average	\$\$\$\$\$	11	15.7
Occupational Therapists (P)	17.8	5.4	43.3	38	91	34	Below Average	\$\$\$	-	26.8
Optometrists and Orthoptists (P)	5.7	1.2	26.4	29	66	40	Average	\$\$\$\$\$	-	11.3
Personal Care Consultants (CP)	5.7	0.8	15.5	54	84	43	Average	-	30	28.6
Pharmacists (P)	27.7	5.3	23.8	29	61	34	Below Average	\$\$\$	-	11.3
Physiotherapists (P)	29.4	13.9	89.0	29	65	35	Below Average	\$\$\$	-	29.4
Podiatrists (P)	5.0	1.5	45.2	41	58	36	Below Average	-	-	12.8
Practice Managers (CA)	25.4	9.5	59.8	33	89	47	Below Average	\$\$\$	25	15.2
Psychiatrists (P)	4.2	1.1	35.7	19	39	47	Below Average	\$\$\$\$\$	-	20.4
Psychologists (P)	30.5	10.6	53.6	41	83	44	Below Average	\$\$\$\$\$	-	16.9
Registered Nurses (P)	279.3	47.3	20.4	46	88	43	Below Average	\$\$\$\$	-	23.0
Social Professionals (P)	12.3	2.9	31.0	59	56	46	Above Average	\$\$\$	12	12.9
Social Workers (P)	31.6	7.0	28.4	36	84	42	Average	\$\$\$\$	-	22.5
Specialist Physicians (P)	9.4	1.9	25.7	25	41	43	Below Average	\$\$\$\$\$	-	24.1
Speech Pathologists and Audiologists (P)	9.5	2.9	44.7	43	91	35	Below Average	\$\$\$\$	-	32.6
Surgeons (P)	7.3	0.8	12.2	5	17	44	Below Average	\$\$\$\$\$	-	19.5
Welfare Support Workers (CP)	44.7	-4.7	-9.6	32	67	43	Average	\$\$	14	22.1
Welfare, Recreation and Community Arts Workers (P)	34.5	13.2	62.5	33	78	42	Average	\$\$\$	10	18.7
<b>Hospitality, Food Services and Tourism</b>										
Bakers and Pastrycooks (TT)	33.3	6.9	26.2	23	31	35	Above Average	\$	35	7.5
Bar Attendants and Baristas (CP)	111.5	24.8	28.6	64	59	24	Above Average	\$	59	11.8
Butchers and Smallgoods Makers (TT)	15.0	-6.9	-31.5	19	8	39	Average	\$\$	28	5.0
Cafe and Restaurant Managers (M)	74.6	17.0	29.6	19	51	40	Average	\$	38	18.5
Cafe Workers (CP)	22.0	-2.0	-8.5	78	80	24	Above Average	\$	66	24.4
Caravan Park and Camping Ground Managers (M)	4.3	-1.8	-29.3	10	43	54	Above Average	-	44	4.7
Chefs (TT)	94.6	19.0	25.2	20	24	35	Average	\$\$	22	12.1
Conference and Event Organisers (M)	35.2	10.1	40.1	30	73	34	Average	\$\$\$	24	21.0
Cooks (TT)	43.2	3.5	8.9	47	54	35	Average	\$	49	10.7

OCCUPATION MATRIX	Employ't	5 year change		Working	Female	Median	Unemploy't	Median	No	Projected
	Nov 2017	to Nov 2017	%	Part-time	%	Age	Rate 2017	Earnings	Post-school Qual	Employ't Change
Occupation	'000	'000	%	%	%	years			%	%
Fast Food Cooks (L)	47.1	6.4	15.6	85	34	18	Above Average	\$	78	9.9
Food Trades Assistants (L)	5.2	0.1	1.0	72	56	31	Above Average	\$	67	0.0
Gallery, Museum and Tour Guides (CP)	8.1	1.5	22.8	60	48	42	Above Average	\$	28	6.2
Gaming Workers (CP)	6.5	-2.6	-28.3	35	35	33	Average	\$\$\$	46	0.0
Hotel and Motel Managers (M)	20.0	-0.9	-4.4	11	42	45	Below Average	\$\$	42	3.0
Hotel Service Managers (CP)	9.9	3.8	61.7	33	71	34	Average	\$\$	37	8.9
Kitchenhands (L)	135.9	15.0	12.5	79	54	26	Above Average	\$	68	9.9
Licensed Club Managers (M)	9.6	1.2	14.4	20	38	43	Above Average	\$\$\$\$	41	-1.6
Tourism and Travel Advisers (CP)	26.2	6.1	30.2	22	79	37	Above Average	\$\$	26	7.2
Travel Attendants (CP)	10.1	0.2	1.5	46	68	38	Below Average	\$\$\$	42	8.7
Waiters (CP)	134.9	18.4	15.8	83	76	22	Above Average	\$	62	9.7
<b>Information and Communication Technology (ICT)</b>										
Computer Network Professionals (P)	31.8	3.0	10.3	6	10	38	Average	\$\$\$\$	15	2.6
Database and Systems Administrators, and ICT Security Specialists (P)	35.6	2.9	8.8	9	20	40	Average	\$\$\$\$	16	11.8
Graphic and Web Designers, and Illustrators (P)	61.1	7.7	14.5	25	49	35	Average	\$\$\$	12	16.1
ICT Business and Systems Analysts (P)	29.6	-1.8	-5.7	7	28	41	Average	\$\$\$\$	12	3.5
ICT Managers (M)	64.4	13.9	27.4	2	20	42	Below Average	\$\$\$\$	13	21.6
ICT Sales Professionals (P)	16.3	2.4	17.3	8	32	39	Average	\$\$\$\$	26	-11.2
ICT Support and Test Engineers (P)	7.5	1.6	26.1	11	24	36	Below Average	\$\$\$\$	12	27.8
ICT Support Technicians (TT)	61.1	6.1	11.1	12	17	36	Below Average	\$\$\$	22	11.0
ICT Trainers (P)	3.1	-0.6	-17.0	4	51	44	Above Average	-	13	7.1
Multimedia Specialists and Web Developers (P)	10.9	-0.1	-0.8	17	28	33	Above Average	-	14	1.7
Software and Applications Programmers (P)	109.1	25.1	29.9	7	15	37	Average	\$\$\$\$	9	14.5
Telecommunications Trades Workers (TT)	17.7	-4.2	-19.0	16	4	40	Average	\$\$\$	25	-3.1
<b>Legal and Insurance</b>										
Actuaries, Mathematicians and Statisticians (P)	7.9	0.9	12.8	17	43	37	Below Average	\$\$\$	-	17.9
Barristers (P)	9.3	2.2	31.7	16	41	46	Below Average	\$\$\$	-	10.8
Conveyancers and Legal Executives (CA)	11.7	-1.3	-9.9	43	73	35	Average	\$\$\$	35	1.2
Court and Legal Clerks (CA)	18.6	4.7	34.1	38	71	35	Below Average	\$	39	2.0
Insurance Agents (SW)	11.2	-1.2	-10.0	21	52	37	Average	-	32	-0.2
Insurance Investigators, Loss Adjusters and Risk Surveyors (CA)	6.4	0.2	2.7	6	39	44	Below Average	\$\$	17	0.0
Solicitors (P)	73.1	9.7	15.2	15	50	39	Below Average	\$\$\$\$	-	5.5
<b>Manufacturing</b>										
Boat Builders and Shipwrights (TT)	4.6	0.6	15.0	6	4	41	Below Average	\$	27	3.9
Canvas and Leather Goods Makers (TT)	2.4	0.0	-1.0	29	12	49	Below Average	\$	49	0.0
Clay, Concrete, Glass & Stone Processing Machine Operators (MO)	6.0	2.0	49.1	12	3	41	Average	\$	57	-5.8
Clothing Trades Workers (TT)	9.2	1.8	23.9	57	83	50	Average	\$\$\$	48	-13.6
Engineering Production Workers (MO)	14.8	-7.7	-34.1	4	4	44	Average	\$\$\$	48	-8.3
Food and Drink Factory Workers (L)	28.7	0.2	0.9	13	22	41	Above Average	\$\$	57	16.9
Industrial Spraypainters (MO)	5.6	-0.4	-6.8	8	4	40	Above Average	\$\$	50	-17.7
Manufacturers (M)	29.2	8.5	41.0	20	22	48	Below Average	\$\$	41	-3.1
Meat Boners and Slicers, and Slaughterers (L)	9.7	0.1	1.3	9	12	34	Above Average	\$\$\$	61	12.2
Meat, Poultry and Seafood Process Workers (L)	22.1	2.8	14.3	24	34	37	Above Average	\$	66	2.4
Metal Engineering Process Workers (L)	12.0	-1.8	-12.7	12	1	41	Above Average	\$	60	-9.6
Packers (L)	62.5	-1.9	-2.9	34	57	38	Above Average	\$	68	3.8
Paper and Wood Processing Machine Operators (MO)	9.3	1.7	22.4	10	3	43	Below Average	\$\$	63	0.0
Plastics and Rubber Factory Workers (L)	1.6	-3.5	-68.4	13	10	45	Above Average	\$	69	-18.8
Plastics and Rubber Production Machine Operators (MO)	7.0	-3.5	-33.0	3	8	43	Average	\$\$	54	-3.2
Print Finishers and Screen Printers (TT)	5.8	2.5	73.1	24	31	47	Average	-	41	-6.0
Printers (TT)	11.2	-2.9	-20.7	8	13	46	Average	\$	28	-16.7
Printing Assistants and Table Workers (L)	3.0	-2.6	-46.3	27	24	46	Above Average	-	61	1.0
Product Assemblers (L)	30.0	-4.0	-11.8	13	23	44	Above Average	\$\$	60	-20.9
Product Quality Controllers (L)	14.9	-0.4	-2.3	15	49	43	Above Average	\$\$\$	40	-9.6
Production Managers (M)	52.4	-5.3	-9.1	4	17	45	Below Average	\$\$\$\$	29	0.0
Sewing Machinists (MO)	7.2	-2.8	-28.2	46	80	52	Below Average	\$	69	-30.2
Textile & Footwear Production Machine Operators (MO)	1.8	-2.0	-53.2	1	40	48	Below Average	\$\$\$	63	-17.2
Timber and Wood Process Workers (L)	4.9	-1.3	-21.4	11	8	38	Above Average	\$	71	-23.7
Upholsterers (TT)	3.3	-0.7	-17.5	19	15	49	Above Average	\$	34	0.0
Wood Machinists and Other Wood Trades Workers (TT)	6.3	1.5	31.2	13	22	47	Average	\$	37	-2.3

OCCUPATION MATRIX	Employ't	5 year change		Working	Female	Median	Unemploy't	Median	No	Projected
	Nov 2017	to Nov 2017	%	Part-time	%	Age	Rate 2017	Earnings	Post-school Qual	Employ't Change
Occupation	'000	'000	%	%	%	years			%	%
<b>Mining and Energy</b>										
Chemical, Gas, Petroleum and Power Generation Plant Operators (TT)	13.5	4.1	43.0	3	1	45	Below Average	\$\$\$\$\$	22	0.3
Drillers, Miners and Shot Firers (MO)	54.6	2.0	3.9	2	5	41	Below Average	\$\$\$\$\$	50	5.9
Geologists and Geophysicists (P)	14.5	3.5	32.2	13	27	40	Below Average	\$\$\$\$\$	-	0.6
Mining Engineers (P)	9.0	-3.3	-26.7	9	11	36	Average	\$\$\$\$\$	-	8.8
<b>Personal Services</b>										
Beauty Therapists (CP)	41.7	20.6	97.9	55	95	32	Average	\$	22	28.6
Car Detailers (L)	14.8	-2.6	-15.1	34	10	36	Above Average	\$	64	-0.6
Caretakers (L)	5.5	-0.2	-4.3	38	10	56	Below Average	\$	43	2.6
Commercial Cleaners (L)	147.4	-15.6	-9.6	68	59	47	Above Average	\$	61	2.5
Domestic Cleaners (L)	33.4	0.0	0.1	84	81	47	Above Average	-	58	3.8
Funeral Workers (CP)	4.0	1.7	74.6	24	27	52	Above Average	-	46	7.8
Gardeners (TT)	74.6	5.2	7.5	28	9	41	Above Average	\$	38	11.3
Hairdressers (TT)	60.6	-1.5	-2.4	43	84	34	Average	\$	13	7.0
Handypersons (L)	42.1	-1.4	-3.3	38	4	52	Below Average	\$	40	18.2
Housekeepers (L)	32.1	7.5	30.4	79	87	41	Above Average	\$	55	23.2
Laundry Workers (L)	16.3	1.8	12.8	48	73	49	Below Average	\$	65	2.6
<b>Sales, Retail, Wholesale and Real Estate</b>										
Advertising, Public Relations and Sales Managers (M)	128.5	7.5	6.2	11	39	41	Below Average	\$\$\$\$\$	23	10.4
Auctioneers, and Stock and Station Agents (SW)	2.9	-0.7	-19.2	6	7	46	Below Average	-	46	-6.8
Checkout Operators and Office Cashiers (SW)	141.6	2.4	1.7	81	71	21	Above Average	\$	72	-2.1
Florists (TT)	4.8	-1.7	-26.1	35	78	40	Below Average	\$	31	0.3
ICT Sales Assistants (SW)	14.1	-1.7	-10.5	18	34	30	Above Average	\$	43	5.7
Importers, Exporters and Wholesalers (M)	23.1	3.3	16.7	18	27	48	Below Average	\$\$\$	42	4.9
Models and Sales Demonstrators (SW)	9.4	-2.9	-23.8	72	78	45	Above Average	\$	56	0.0
Motor Vehicle and Vehicle Parts Salespersons (SW)	36.5	0.0	0.0	9	18	40	Average	\$	51	10.8
Pharmacy Sales Assistants (SW)	33.7	1.5	4.5	71	90	26	Average	\$	60	3.7
Real Estate Sales Agents (SW)	102.4	25.2	32.7	20	51	44	Below Average	\$\$\$	26	8.7
Retail and Wool Buyers (SW)	6.0	1.2	25.3	7	47	37	Above Average	\$\$\$\$\$	30	7.9
Retail Managers (M)	237.7	16.8	7.6	17	47	41	Average	\$	44	3.2
Retail Supervisors (SW)	42.3	5.8	16.0	34	56	33	Below Average	\$	53	0.0
Sales Assistants (General) (SW)	553.2	51.7	10.3	71	67	26	Above Average	\$	65	4.7
Sales Representatives (SW)	84.8	-12.1	-12.5	14	36	42	Average	\$\$\$	41	-2.5
Service Station Attendants (SW)	11.1	0.3	2.3	62	55	32	Above Average	-	54	2.2
Shelf Fillers (L)	67.1	0.8	1.2	79	38	25	Above Average	\$	68	3.7
Storepersons (MO)	123.3	4.0	3.3	23	20	38	Above Average	\$	60	1.6
Street Vendors and Related Salespersons (SW)	11.5	-1.0	-8.3	44	53	41	Above Average	-	45	-10.8
Technical Sales Representatives (P)	28.0	-6.4	-18.7	8	27	44	Below Average	\$\$\$\$\$	29	-10.9
Telemarketers (SW)	9.8	-0.2	-2.3	44	57	35	Above Average	\$\$\$	51	-6.6
Ticket Salespersons (SW)	18.6	-2.5	-12.0	53	64	34	Below Average	\$\$\$	50	3.3
Vending Machine Attendants (L)	9.1	2.5	38.8	58	69	37	Below Average	\$	56	0.0
<b>Science</b>										
Agricultural and Forestry Scientists (P)	11.1	4.6	70.0	10	23	44	Below Average	\$\$\$\$\$	11	0.6
Chemists, and Food and Wine Scientists (P)	8.3	-3.9	-32.2	10	30	41	Below Average	\$\$\$\$\$	9	12.4
Environmental Scientists (P)	18.5	-1.0	-5.2	18	37	39	Average	\$\$\$\$\$	8	22.1
Geologists and Geophysicists (P)	14.5	3.5	32.2	13	27	40	Below Average	\$\$\$\$\$	-	0.6
Life Scientists (P)	8.2	1.7	25.9	17	49	39	Average	\$\$\$\$\$	-	5.2
Medical Laboratory Scientists (P)	25.3	2.3	9.8	27	69	39	Average	\$\$\$\$\$	-	4.8
Science Technicians (TT)	16.5	-2.1	-11.1	23	39	42	Average	\$	19	3.4
Surveyors and Spatial Scientists (P)	12.3	-3.1	-20.3	7	14	40	Average	\$\$\$\$\$	12	-8.4
<b>Sports and Recreation</b>										
Amusement, Fitness and Sports Centre Managers (M)	19.5	-	-	28	50	36	Below Average	\$	29	15.6
Fitness Instructors (CP)	36.2	11.2	44.7	64	61	35	Below Average	\$	13	23.5
Greenkeepers (TT)	16.1	1.8	12.5	20	2	45	Above Average	\$	38	10.1
Outdoor Adventure Guides (CP)	3.0	0.6	27.3	60	36	30	Below Average	\$	24	28.4
Sports Coaches, Instructors and Officials (CP)	44.5	5.7	14.6	80	51	22	Above Average	\$	57	25.7
Sportspersons (CP)	11.1	-0.5	-4.7	55	25	23	Above Average	\$\$\$\$\$	55	11.8

## USEFUL WEBSITES AND LINKS

There is a wide range of Government assistance available to help you find the right job, gain skills through tertiary education and training, get workplace experience and understand your rights at work. The information below is summary in nature and cannot fully explain the large number of available policies and programs, but more information is available on the Department of Jobs and Small Business website [jobs.gov.au](http://jobs.gov.au) or you can call the National Customer Service Line on 1800 805 260.

There is also more detailed information which allows you to further explore the Australian labour market. Some useful links are provided below.

### Help finding a job or choosing a career

#### jobactive

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

jobactive is the Australian Government's free service that connects job seekers with employers. This service is delivered by a network of jobactive providers across Australia. Anyone looking for work can use the jobactive site to find and apply for jobs, keep track of job searches, create a personal profile and get job alerts.

The jobactive website will help you to find out more about jobactive and to find your local provider. Job seekers can also call the Employment Services Information Line on 13 62 68.

jobactive can provide tailored help based on your assessed needs. Services for job seekers from jobactive providers include

- help to look for work, write a résumé and prepare for interviews
- referrals to jobs in the local area and help to relocate for work
- help to become job ready, including targeted training
- individualised support (called case management) to take up a job and keep a job
- connecting you to a range of government initiatives for which you may be eligible.

#### Youth Jobs PaTH

[jobactive.gov.au/path](http://jobactive.gov.au/path)

An Australian Government program designed to support young people to gain the skills and work experience they need to get and keep a job. It also supports employers to host internship placements and provides them with incentives when they take on a young person. Youth Jobs PaTH has three elements: Prepare - Trial - Hire.

#### Job Jumpstart

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

The Job Jumpstart website is a one-stop-shop for practical, independent and free employment planning advice. The website offers information and resources for young people, to help them

- learn about the different ways to contact employers about jobs
- find out about the jobs and industries that might suit them
- understand how to develop their skills and build their experience
- learn how to make their job application stand out
- adjust to the workforce and understand their workplace rights and responsibilities.

#### Job Outlook

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

Job Outlook is a highly regarded website that can help you make decisions about study and training, getting your first job, or the next step in your career. It provides information about Australian careers, labour market trends and employment projections. This website provides more detailed statistical information for each of the occupations included in the Australian Jobs Occupation Matrix.

#### What's Next?

[whatsnext.jobs.gov.au](http://whatsnext.jobs.gov.au)

The What's Next? website provides a range of online resources to help workers facing retrenchment to manage the transition to their next job as quickly as possible.

### Your rights at work

#### Fair Work Ombudsman

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

A point of contact for advice and help on workplace rights and responsibilities, including pay and conditions. Go to the website or call 13 13 94.

#### Fair Entitlements Guarantee

[jobs.gov.au/feg](http://jobs.gov.au/feg)

The Australian Government provides financial assistance to cover certain unpaid employment entitlements to eligible employees who have lost their job due to the liquidation or bankruptcy of their employer.

Phone 1300 135 040

### Information about tertiary education and training

#### Australian Apprenticeships

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

Provides information on apprenticeships and traineeships, including factsheets and links.

#### Australian Apprenticeships Pathways

[aajobpathways.com.au](http://aajobpathways.com.au)

Provides a range of Australian Apprenticeships information and resources.

#### AusAppPathways

[ausapp.com.au](http://ausapp.com.au)

An app to help people explore Australian Apprenticeship career pathway ideas.

#### Quality Indicators for Learning and Teaching [qilt.edu.au](http://qilt.edu.au)

Provides information about Australian universities, including study experiences and employment outcomes.

#### myskills

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

An online database of Vocational Education and Training options, including information about providers, courses, outcomes and fees.

#### training.gov.au

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

Information on training packages, qualifications, courses, units of competency and Registered Training Organisations (RTOs).

#### National Centre for Vocational Education Research

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

Provides research and statistics about Vocational Education and Training and the links between education and the labour market.

#### myfuture

[myfuture.edu.au](http://myfuture.edu.au)

An online career exploration service which includes information on a range of career-related topics.

### Understanding the labour market

#### Labour Market Information Portal

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

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

#### Labour Market Research and Analysis

[jobs.gov.au/skill-shortages](http://jobs.gov.au/skill-shortages)

[jobs.gov.au/employment-research-and-statistics](http://jobs.gov.au/employment-research-and-statistics)

[jobs.gov.au/recruitment-conditions](http://jobs.gov.au/recruitment-conditions)

Presents reports prepared by the Department of Jobs and Small Business about skill shortages and information on a range of labour market issues.

## DATA SOURCES

### Australian Bureau of Statistics (ABS)

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

- Labour Force, Australia, January 2018
- Labour Force, Australia, Detailed, November 2017
- Census of Population and Housing
- Characteristics of Employment, Australia
- Australian and New Zealand Standard Classification of Occupations
- Australian and New Zealand Standard Industrial Classification

Employment data at the national and state level are trend (where available). All other data are annual averages of original data.

Employment data at the regional level are 12 month averages of original data.

- Because of the different bases for these data, state and regional employment and employment change figures are not comparable.

Employment data for Industry and Occupation groups are ABS data trended by the Department of Jobs and Small Business (where available) but all other employment data (such as employment profile figures) are annual averages of original data.

For many small occupations and regions, the standard errors are relatively large. Accordingly, employment data may exhibit considerable variation and should be used with caution.

For consistency across data sets, employment is 'total' and includes full-time and part-time workers of all ages.

Regional areas are defined as those outside Greater Sydney, Greater Melbourne, Greater Brisbane, Greater Adelaide, Greater Perth, Greater Hobart, Darwin and the Australian Capital Territory.

Where trend data are used, totals will not necessarily add. Some data, such as regional employment figures, are only available as annual averages and there is often a discrepancy between these and the trend employment data.

Educational attainment data relate to people aged 15 years or older. The 'no post-school qualification' figures are for employed persons who have not completed education other than pre-primary, primary or secondary education. The 'other qualification' figures include - vocational education and training certificate I, II and not further defined; level of education inadequately described; and level of education not stated.

### Department of Education and Training [education.gov.au](http://education.gov.au)

- Higher Education Student Data Collections

Higher education data are for domestic student enrolments in universities.

### Department of Jobs and Small Business [jobs.gov.au](http://jobs.gov.au)

- Employment Projections [lmip.gov.au](http://lmip.gov.au)
- Internet Vacancy Index [lmip.gov.au](http://lmip.gov.au)
- Labour Market for Apprentices

[jobs.gov.au/entry-level-labour-markets](http://jobs.gov.au/entry-level-labour-markets)

- Entry level jobs – opportunities and barriers

[jobs.gov.au/entry-level-labour-markets](http://jobs.gov.au/entry-level-labour-markets)

- Skill Shortage Research

[jobs.gov.au/skill-shortages](http://jobs.gov.au/skill-shortages)

- Survey of Employers' Recruitment Experiences

[lmip.gov.au/default.aspx?LMIP/GainInsights/EmployersRecruitmentInsights](http://lmip.gov.au/default.aspx?LMIP/GainInsights/EmployersRecruitmentInsights)

### Quality Indicators for Learning and Teaching [qilt.edu.au](http://qilt.edu.au)

- 2017 Graduate Outcomes Survey

Undergraduate and postgraduate full-time employment outcomes are a proportion of those who were available for full-time work four months after completing their degree. Overall employment outcomes are a proportion of those who were available for any work four months after completing their degree.

### National Centre for Vocational Education Research

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

- Apprentice and trainees, 2017 (June quarter)
- Total VET Students and Courses, 2016
- VET student outcomes, 2017
- VOCSTATS

Vocational Education and Training graduate employment outcomes data are for all graduates six months after completing their training. Vocational Education and Training student enrolment data are for individuals who are enrolled in a subject or completed a program in 2016.

Some Vocational Education and Training student enrolment data relate to program enrolments (that is, study for a qualification course or skill set).

### State Budget data

- New South Wales Treasury
- Department of Treasury and Finance, Victoria
- Queensland Treasury
- Department of Treasury and Finance, South Australian Government
- Department of Treasury, Western Australia
- Department of Treasury and Finance, Tasmania
- Department of Treasury and Finance, Northern Territory
- ACT Treasury



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