



Australian Government  
Department of Employment



# AUSTRALIAN JOBS **2015**

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# INTRODUCTION

The 2015 *Australian Jobs* publication presents an overview of the labour market to meet the need for industry, occupation and location information for a range of users. The report is based largely on Australian Bureau of Statistics (ABS) figures but also uses data from other Government and related agencies. More detailed information is available and the report includes links to help you explore the labour market further.

The Australian labour market is currently subdued, with unemployment at a relatively high level. Mature age and young workers face particular difficulty in the labour market.

There is, though, lots of support to help people find real jobs, and the outlook is bright, with more than 1.1 million new jobs expected to be created over the next five years. To deliver better outcomes for job seekers and employers, the Government is committed to a new approach to employment services. The Government is investing \$5 billion over three years from 1 July 2015 in new employment services called *jobactive*. More information is at [employment.gov.au/jobactive](http://employment.gov.au/jobactive).

If you are planning for training or work it's helpful to understand where the jobs are and what employers look for when recruiting. The labour market is, though, complex and many factors influence job prospects. A positive attitude, a willingness to learn and participating in entry-level jobs or volunteer positions to gain experience and work skills can all help.

The forward-looking information in this report provides some guidance about which industries and occupations will have the largest numbers of new jobs in the next five years. 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 have low growth or for which employment is falling.

Employment and training decisions should be based on an assessment of all relevant issues, including aptitude, interests, expectations about pay and working conditions, training requirements and goals. Some examples of the type of information to consider are provided on page 34. Good candidates are valued regardless of labour market conditions, and you are more likely to succeed if you have a passion for the job.

People who complete post-school study are generally less likely to be unemployed and have higher pay than those who do not study after they leave school. Apprenticeships and traineeships allow you to earn and gain work skills as you learn and employment outcomes are strong (see page 33).

Millions of Australians also find rewarding, long-term careers in occupations for which post-school qualifications are not required. In fact, the largest occupation in Australia is Sales Assistant, which employs more than half a million people. Most employers of these workers do not seek highly qualified staff, but they do place a priority on skills such as teamwork, good communication and presentation, and customer service.

Inquiries about *Australian Jobs* should be directed to [AustralianJobs@employment.gov.au](mailto:AustralianJobs@employment.gov.au)

The contents of *Australian Jobs 2015* 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

Employment	Australia
Employment Nov 2014	11,613,900
1 year change to Nov 2014	1.2%
5 year change to Nov 2014	7.0%
5 year change projected to Nov 2019	10.0%
Employment Profile	
Working part-time	30%
Female	46%
Aged 15 to 24 years	15%
Aged 45 years or older	39%
Regional	32%

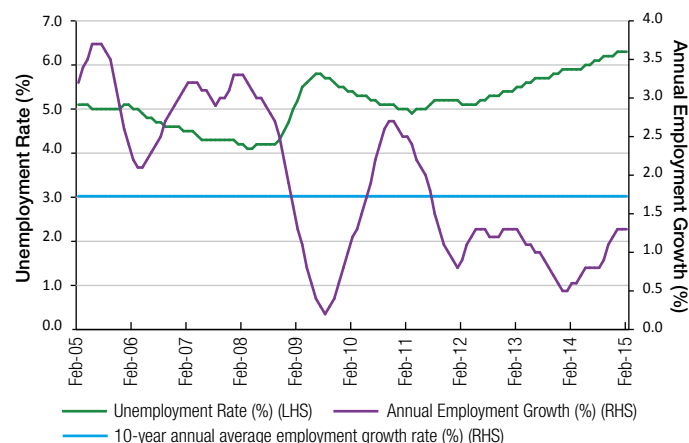
There are more than 11.6 million people aged 15 or older in Australia who are employed. Around 70% of those work full-time, with slightly more than half (55%) being male and almost two in every five workers (4.5 million) being 45 years or older. More than one in seven (1.7 million) workers are aged 15 to 24 years.

Over the five years to November 2014, a net 756,700 new jobs were created nationally. The largest number of new jobs was in New South Wales (220,800, a rise of 6.5%), although employment growth was strongest in Western Australia (up by 17.4% or 205,600), reflecting the impact of the mining boom on jobs growth in that State during the earlier part of the period, which is now abating.

## Recent labour market developments

Underlying labour market conditions in Australia remain reasonably subdued. For instance, the level of employment increased by 1.3% over the year to February 2015, below the annual average rate of 1.8% over the last decade, while the unemployment rate has increased from 5.9% in February 2014 to 6.3% in February 2015, although it remains below that of the Euro Area (11.2%), the OECD average (7.0%), and Canada (6.8%). Looking ahead, the labour market is likely to remain reasonably soft, as the Australian economy continues to transition away from the job-intensive construction phase of the mining boom, to the less-labour intensive production phase.

## Unemployment Rate and Annual Employment Growth, Australia



Source: ABS, Labour Force

## Youth (15 to 24 years) labour market conditions

Young people are particularly vulnerable during periods of economic and labour market softness, as they tend to have less education, skills and experience than their prime-age (25 to 44 years) counterparts and are therefore often the first to be retrenched by employers in times of economic difficulty.

Indeed, youth labour market conditions deteriorated significantly at the onset of the Global Financial Crisis (GFC) in September 2008 and have struggled to recover since. Over the year to February 2015, the level of youth employment decreased by 0.9%, while the level of youth unemployment increased by 13.3%. Against this backdrop, the youth unemployment rate has also risen, from 12.4% in February 2014 to 13.9% in February 2015. Youth accounted for 29.8% of the long-term unemployment pool in February 2015, well above the 22.6% recorded in September 2008.

Young people also tend to increase their participation in education (or stay in study longer) if they have been unable to secure employment in a difficult economic climate, in an attempt to improve their job prospects for the future when labour market conditions eventually improve. To illustrate, youth participation in full-time education has risen from 47.2% in September 2008 to 51.8% in February 2015, the equal highest rate on record.

## Employment by Location

States and Territories	Employment				Female	Employment Profile			Workforce Educational Profile		
	Employ't Nov 2014	% of total workforce	5 year change to Nov 2014	%		Aged 15 to 24 years	Aged 45 years or older	Regional	With a bachelor degree or higher qual	With a cert III or higher VET qual	Without a post-school qual
	'000		'000	%	%	%	%	%	%	%	%
New South Wales	3,625.9	31.2	220.8	6.5	46	15	39	33	32	30	33
Victoria	2,894.1	24.9	172.9	6.4	46	15	39	23	32	28	33
Queensland	2,323.3	20.0	119.2	5.4	47	17	38	51	24	34	37
South Australia	803.3	6.9	9.4	1.2	46	15	42	22	25	29	37
Western Australia	1,384.9	11.9	205.6	17.4	44	16	38	22	27	31	36
Tasmania	240.8	2.1	6.8	2.9	47	15	45	56	22	34	38
Northern Territory	128.5	1.1	8.1	6.7	45	15	37	39	28	33	34
Australian Capital Territory	212.4	1.8	11.4	5.7	49	15	36	0	45	24	27
<b>Australia</b>	<b>11,613.9</b>	<b>100</b>	<b>756.7</b>	<b>7.0</b>	<b>46</b>	<b>15</b>	<b>39</b>	<b>32</b>	<b>29</b>	<b>30</b>	<b>34</b>

Sources: ABS, Labour Force (trend and 4 quarter averages); ABS, Education and Work; Department of Employment, Employment Projections

## NEW SOUTH WALES

Employment	NSW	Australia
Employment Nov 2014	3,625,900	11,613,900
1 year change to Nov 2014	1.2%	1.2%
5 year change to Nov 2014	6.5%	7.0%
Employment Profile		
Working part-time	30%	30%
Female	46%	46%
Aged 15 to 24 years	15%	15%
Aged 45 years or older	39%	39%

New South Wales has the largest population of any state. Almost one in three Australians lives and works in New South Wales. Over the five years to November 2014, employment rose by 220,800 or 6.5%, slightly below the national growth rate of 7.0%. Sydney accounts for about two thirds of employment across the state.

The largest employing industries in New South Wales are *Health Care and Social Assistance*, *Retail Trade* and *Construction*. Collectively, they account for almost one third of this state's employment.

Over the five years to November 2014, employment increased in 14 of the 19 industries. The strongest growth was in *Rental, Hiring and Real Estate Services* (up by 31.6%) and *Construction* (19.3%).

### Youth in New South Wales



Source: ABS, Labour Force

*Construction* provided the largest number of new jobs (up by 55,400), followed by *Health Care and Social Assistance* (52,700) and *Education and Training* (43,000). Employment in *Manufacturing* fell by 20,000.

Around 67% of workers in this state have a post-school qualification (compared with 66% nationally) and they are more likely to have studied at university than the national average (32% compared with 29%).

About 15% of workers are aged 15 to 24 years but in Central West, Coffs Harbour – Grafton and Hunter Valley (excluding Newcastle) they make up 19%. In the Southern Highlands and Shoalhaven, 52% of workers are aged 45 years or older.

### Employment by Industry, New South Wales

Industries	Employment			
	Employ't Nov 2014 '000	% of total	5 year change to Nov 2014 '000	%
Accommodation and Food Services	258.2	7	8.1	3.3
Administrative and Support Services	113.5	3	0.6	0.5
Agriculture, Forestry and Fishing	96.5	3	3.3	3.6
Arts and Recreation Services	59.2	2	7.0	13.3
Construction	342.1	9	55.4	19.3
Education and Training	290.0	8	43.0	17.4
Electricity, Gas, Water and Waste Services	34.0	1	-2.1	-5.8
Financial and Insurance Services	189.7	5	20.1	11.9
Health Care and Social Assistance	427.4	12	52.7	14.1
Information Media and Telecommunications	84.0	2	3.7	4.6
Manufacturing	281.4	8	-20.0	-6.6
Mining	27.9	1	-4.9	-15.0
Other Services	139.4	4	0.1	0.0
Professional, Scientific and Technical Services	311.9	9	29.2	10.3
Public Administration and Safety	188.4	5	-10.7	-5.4
Rental, Hiring and Real Estate Services	76.6	2	18.4	31.6
Retail Trade	387.8	11	27.8	7.7
Transport, Postal and Warehousing	210.6	6	33.5	18.9
Wholesale Trade	134.9	4	-6.8	-4.8

### Population and Employment by Region, New South Wales

Regions	Population	Employment		Employment Profile			Workforce Educational Profile		
	Population June 2013 '000	Employ't Nov 2014 '000	5 year change to Nov 2014 '000	%	Aged 15 to 24 years %	Aged 45 years or older %	With a bachelor degree or higher qual %	With a cert III or higher VET qual %	Without a post-school qual %
Greater Sydney	4,757.1	2,427.6	172.9	7.7	14	37	38	26	31
Capital Region	219.3	103.2	-6.0	-5.5	15	46	22	47	29
Central West	207.8	100.3	2.7	2.7	19	41	20	40	33
Coffs Harbour - Grafton	135.7	60.4	10.1	20.2	19	41	13	36	36
Far West and Orana	119.0	52.5	-3.6	-6.3	15	46	10	34	49
Hunter Valley (excluding Newcastle)	260.4	119.1	5.3	4.7	19	42	11	41	40
Illawarra	294.1	133.2	12.2	10.1	17	45	21	36	40
Mid North Coast	211.1	78.1	3.3	4.4	16	51	21	27	37
Murray	114.9	43.5	-6.5	-13.0	14	42	15	43	26
New England and North West	185.2	80.0	1.0	1.3	17	42	16	47	33
Newcastle and Lake Macquarie	364.7	172.8	15.5	9.9	17	42	21	35	38
Richmond - Tweed	240.0	95.9	-2.9	-2.9	18	47	23	33	35
Riverina	156.7	85.8	7.3	9.3	16	47	21	39	36
Southern Highlands and Shoalhaven	144.5	59.0	1.9	3.3	16	52	14	54	24
<b>New South Wales</b>	<b>7,410.4</b>	<b>3,625.9</b>	<b>220.8</b>	<b>6.5</b>	<b>15</b>	<b>39</b>	<b>32</b>	<b>30</b>	<b>33</b>

Sources: ABS, Labour Force (state level data are trend, regional data are 12 month averages); ABS, Education and Work; ABS, Regional Population Growth

# VICTORIA

Employment	VIC	Australia
Employment Nov 2014	2,894,100	11,613,900
1 year change to Nov 2014	1.1%	1.2%
5 year change to Nov 2014	6.4%	7.0%
Employment Profile		
Working part-time	32%	30%
Female	46%	46%
Aged 15 to 24 years	15%	15%
Aged 45 years or older	39%	39%

Victoria is the second most populous state and is home to more than 5.7 million people, of whom almost 2.9 million have a job. Over the five years to November 2014, employment increased by 6.4% or 172,900 (slightly below the national average rate of 7.0%).

Melbourne accounts for around three quarters of the state's employment.

Health Care and Social Assistance is the largest employing industry in Victoria followed by Retail Trade and Manufacturing. Together, these three industries account for one third of employment across the state.

## Youth in Victoria



Source: ABS, Labour Force

Over the five years to November 2014, employment increased in 13 of the 19 industries. The strongest growth was in *Rental, Hiring and Real Estate Services* (up by 38.6%), *Public Administration and Safety* (28.7%) and *Arts and Recreation Services* (18.4%). *Manufacturing* employment fell by 7,100 or 2.3%, but it remains Victoria's third largest employing industry, and there was some jobs growth in this sector over the year to November 2014 (a rise of 18,400 or 6.6%).

Victorian workers are more likely to work part-time than those in other states and a relatively high proportion hold a bachelor degree or higher qualification.

The age profile of workers in Victoria is very similar to the national average, but there is marked variation by region. In Shepparton, for instance, a high proportion of workers are young (20% are aged 15 to 24 years) but in Hume just 11% of workers are in this age group. In Ballarat, half the workers are aged 45 years or older.

## Employment by Industry, Victoria

Industries	Employment			
	Employ't Nov 2014 '000	% of total	5 year change to Nov 2014 '000	%
Accommodation and Food Services	198.9	7	20.5	11.5
Administrative and Support Services	86.2	3	-10.8	-11.2
Agriculture, Forestry and Fishing	84.5	3	4.0	5.0
Arts and Recreation Services	74.0	3	11.5	18.4
Construction	230.7	8	1.7	0.8
Education and Training	235.4	8	23.5	11.1
Electricity, Gas, Water and Waste Services	34.5	1	5.1	17.4
Financial and Insurance Services	111.8	4	-4.8	-4.1
Health Care and Social Assistance	337.0	12	36.3	12.1
Information Media and Telecommunications	66.6	2	3.4	5.4
Manufacturing	295.8	10	-7.1	-2.3
Mining	11.0	0	-0.5	-4.2
Other Services	104.1	4	-0.5	-0.5
Professional, Scientific and Technical Services	238.2	8	20.3	9.3
Public Administration and Safety	157.2	5	35.0	28.7
Rental, Hiring and Real Estate Services	48.6	2	13.5	38.6
Retail Trade	334.3	12	33.8	11.2
Transport, Postal and Warehousing	149.9	5	12.3	9.0
Wholesale Trade	107.5	4	-7.2	-6.3

## Population and Employment by Region, Victoria

Regions	Population	Employment		Employment Profile			Workforce Educational Profile		
	Population June 2013 '000	Employ't Nov 2014 '000	5 year change to Nov 2014 '000	%	Aged 15 to 24 years %	Aged 45 years or older %	With a bachelor degree or higher qual %	With a cert III or higher VET qual %	Without a post-school qual %
Greater Melbourne	4,348.0	2,212.1	164.2	8.0	15	37	36	26	32
Ballarat	152.8	72.6	-2.3	-3.1	17	50	28	32	35
Bendigo	146.4	74.2	6.1	9.0	16	47	24	43	27
Geelong	264.9	116.4	-3.1	-2.6	13	42	27	39	26
Hume	163.6	82.3	15.7	23.5	11	48	18	43	30
Latrobe - Gippsland	263.9	122.9	6.2	5.3	18	48	14	37	37
North West	149.4	76.2	15.9	26.4	15	49	10	27	53
Shepparton	128.4	56.3	1.1	2.0	20	46	15	32	41
Warrnambool and South West	122.1	60.3	-1.9	-3.0	12	49	25	30	39
<b>Victoria</b>	<b>5,739.3</b>	<b>2,894.1</b>	<b>172.9</b>	<b>6.4</b>	<b>15</b>	<b>39</b>	<b>32</b>	<b>28</b>	<b>33</b>

Sources: ABS, Labour Force (state level data are trend, regional data are 12 month averages); ABS, Education and Work; ABS, Regional Population Growth



# QUEENSLAND

Employment	QLD	Australia
Employment Nov 2014	2,323,300	11,613,900
1 year change to Nov 2014	0.0%	1.2%
5 year change to Nov 2014	5.4%	7.0%
Employment Profile		
Working part-time	30%	30%
Female	47%	46%
Aged 15 to 24 years	17%	15%
Aged 45 years or older	38%	39%

Around 2.3 million people are employed in Queensland (or one in five of the nation's workers). Employment growth (5.4%) was slightly lower than the national average (7.0%) over the five years to November 2014, but 119,200 new jobs were created.

Employment is regionally diverse, with about 40% of the state's workers employed outside the Brisbane – Gold Coast area.

The largest employing industries in Queensland are *Health Care and Social Assistance*, *Retail Trade* and *Construction* which collectively comprise around one third of total employment.

Over the five years to November 2014, employment increased in 12 of the 19 industries. The largest gains were in *Health Care and Social Assistance* (up by 53,600), *Professional, Scientific and Technical Services* (41,400) and *Accommodation and Food Services* (28,800).

## Youth in Queensland



Source: ABS, Labour Force

Together, these three industries accounted for more than 123,800 new jobs, but these gains were partly offset by falls in industries such as *Agriculture, Forestry and Fishing* (down by 30,100 or 36.3% over the past five years and by 5,200 or 9.0% over the past year) and *Manufacturing*.

Although employment in *Mining* rose strongly over the five years to November 2014, there have recently been job losses, with a fall of 16,200 (or 20.1%) over the year to November 2014.

Workers in this state are slightly less likely to have completed post-school study than those in other states (63% have post-school qualifications compared with 66% nationally).

A relatively high proportion of workers in Queensland are aged 15 to 24 years (17% compared with 15% nationally). One in five workers in Townsville is in this age group. The proportion of workers aged 45 years or older is similar to the national average, but there are marked differences across regions. Close to half the workers in Cairns are mature age compared with just 36% in Brisbane.

## Employment by Industry, Queensland

Industries	Employment			
	Employ't Nov 2014 '000	% of total	5 year change to Nov 2014 '000	%
Accommodation and Food Services	184.1	8	28.8	18.6
Administrative and Support Services	89.1	4	11.7	15.2
Agriculture, Forestry and Fishing	53.0	2	-30.1	-36.3
Arts and Recreation Services	40.8	2	3.0	8.0
Construction	220.9	9	-8.8	-3.8
Education and Training	170.3	7	13.0	8.3
Electricity, Gas, Water and Waste Services	33.8	1	5.2	18.3
Financial and Insurance Services	58.6	3	0.5	0.9
Health Care and Social Assistance	293.4	13	53.6	22.4
Information Media and Telecommunications	34.1	1	4.0	13.1
Manufacturing	153.1	7	-27.4	-15.2
Mining	64.7	3	23.8	58.4
Other Services	113.9	5	17.8	18.5
Professional, Scientific and Technical Services	191.6	8	41.4	27.5
Public Administration and Safety	158.9	7	28.1	21.5
Rental, Hiring and Real Estate Services	48.1	2	-0.9	-1.8
Retail Trade	241.0	10	0.0	0.0
Transport, Postal and Warehousing	116.4	5	-12.1	-9.4
Wholesale Trade	68.3	3	-13.8	-16.8

## Population and Employment by Region, Queensland

Regions	Population	Employment		Employment Profile		Workforce Educational Profile			
	Population June 2013 '000	Employ't Nov 2014 '000	5 year change to Nov 2014 '000	%	Aged 15 to 24 years %	Aged 45 years or older %	With a bachelor degree or higher qual %	With a cert III or higher VET qual %	Without a post-school qual %
Greater Brisbane	2,238.4	1,153.0	64.2	5.9	17	36	30	31	34
Cairns	240.2	109.0	-7.8	-6.6	13	46	15	38	40
Darling Downs - Maranoa	128.3	65.4	0.7	1.0	15	41	14	40	42
Fitzroy	229.5	120.1	18.3	17.9	19	40	17	36	33
Gold Coast	551.7	290.6	31.5	12.2	16	39	19	37	38
Mackay	180.2	102.8	6.5	6.7	16	38	17	44	35
Queensland - Outback	88.3	50.6	11.8	30.5	13	41	17	47	29
Sunshine Coast	330.5	164.2	23.2	16.4	19	43	16	32	43
Toowoomba	149.1	68.5	-0.1	-0.1	16	41	25	34	33
Townsville	233.9	110.1	-5.0	-4.4	20	37	18	28	49
Wide Bay	286.7	104.4	-10.7	-9.3	15	49	20	36	38
<b>Queensland</b>	<b>4,656.8</b>	<b>2,323.3</b>	<b>119.2</b>	<b>5.4</b>	<b>17</b>	<b>38</b>	<b>24</b>	<b>34</b>	<b>37</b>

Sources: ABS, Labour Force (state level data are trend, regional data are 12 month averages); ABS, Education and Work; ABS, Regional Population Growth

# SOUTH AUSTRALIA

Employment	SA	Australia
Employment Nov 2014	803,300	11,613,900
1 year change to Nov 2014	0.7%	1.2%
5 year change to Nov 2014	1.2%	7.0%
Employment Profile		
Working part-time	33%	30%
Female	46%	46%
Aged 15 to 24 years	15%	15%
Aged 45 years or older	42%	39%

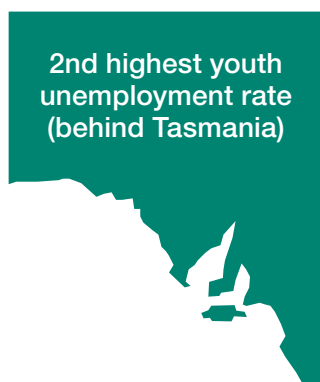
South Australia has a relatively small workforce, with around 7% of national employment or 803,300 workers. Employment increased by 1.2% or 9,400 over the five years to November 2014, well below the national average growth rate of 7.0%.

Employment is quite highly concentrated in Greater Adelaide (it has about three quarters of the state's employment) and around 94,000 young workers (around 80% of South Australian workers aged 15 to 24) are employed in this city.

The largest employing industries in South Australia are *Health Care and Social Assistance*, *Retail Trade* and *Manufacturing*. Together, they account for one in every three jobs. A slightly higher proportion of state workers are employed in *Agriculture, Forestry and Fishing* (5%) and *Health Care and Social Assistance* (14%) than the average for Australia (3% and 12%, respectively).

Employment increased in 11 of the 19 industries over the five years to November 2014. The largest gains were in *Health Care and Social Assistance* (up by 14,700), *Mining* (8,900) and *Agriculture, Forestry and Fishing* (8,100). Together, these industries accounted for half of all new jobs in the state. Employment in *Mining* has continued to rise over the past year (up by 18.1% or 2,400).

## Youth in South Australia



Source: ABS, Labour Force

## Population and Employment by Region, South Australia

Regions	Population	Employment		Employment Profile		Workforce Educational Profile		
	Population June 2013	Employ't Nov 2014	5 year change to Nov 2014	Aged 15 to 24 years	Aged 45 years or older	With a bachelor degree or higher qual	With a cert III or higher VET qual	Without a post-school qual
	'000	'000	'000 %	%	%	%	%	%
Greater Adelaide	1,291.7	626.6	20.0 3.3	15	41	29	28	35
Barossa - Yorke - Mid North	109.2	49.4	-3.4 -6.3	14	48	16	31	47
South Australia - Outback	87.7	39.5	0.0 -0.1	15	52	17	30	44
South Australia - South East	182.3	86.7	-2.3 -2.6	14	45	9	32	49
<b>South Australia</b>	<b>1,670.8</b>	<b>803.3</b>	<b>9.4 1.2</b>	<b>15</b>	<b>42</b>	<b>25</b>	<b>29</b>	<b>37</b>

Sources: ABS, Labour Force (state level data are trend, regional data are 12 month averages); ABS, Education and Work; ABS, Regional Population Growth

Over the past five years, the largest employment losses were in *Manufacturing* (down by 11,900) and *Wholesale Trade* (10,100). Despite this, *Manufacturing* continues to be an important employing industry in South Australia, ranking third in employment size. There have also been some employment gains over the past five years in sectors such as *Beverage and Tobacco Product Manufacturing* and *Machinery and Equipment Manufacturing*.

Workers in this state are less likely to hold post-school qualifications (63%) than those nationally (66%). About a quarter of workers across the state hold a bachelor degree or higher qualification, below the national rate of 29%. In regional locations, for example in South Australia – South East, relatively few workers have completed post-school studies.

Workers in South Australia are more likely to be older and to work part-time than those in other states. Only Tasmania has a higher proportion of its workers aged 45 years or older. Regional workers in South Australia also tend to be older than those in Greater Adelaide. The proportion of workers aged 15 to 24 years in South Australia is the same as the average for Australia, and there is little variation across the regional areas of the state.

## Employment by Industry, South Australia

Industries	Employment			
	Employ't Nov 2014	% of total	5 year change to Nov 2014	
	'000	%	'000	%
Accommodation and Food Services	53.6	7	5.5	11.4
Administrative and Support Services	28.0	3	-1.5	-5.0
Agriculture, Forestry and Fishing	43.1	5	8.1	23.1
Arts and Recreation Services	17.3	2	5.5	46.1
Construction	58.9	7	-5.2	-8.1
Education and Training	68.0	8	6.9	11.3
Electricity, Gas, Water and Waste Services	11.5	1	0.6	5.2
Financial and Insurance Services	20.7	3	-2.8	-11.7
Health Care and Social Assistance	115.9	14	14.7	14.5
Information Media and Telecommunications	12.3	2	1.4	12.6
Manufacturing	71.0	9	-11.9	-14.3
Mining	15.8	2	8.9	126.6
Other Services	33.7	4	5.8	20.7
Professional, Scientific and Technical Services	52.2	6	-1.7	-3.2
Public Administration and Safety	46.7	6	-3.8	-7.5
Rental, Hiring and Real Estate Services	12.2	2	-1.0	-7.5
Retail Trade	92.8	11	1.0	1.0
Transport, Postal and Warehousing	37.3	5	1.3	3.6
Wholesale Trade	20.2	2	-10.1	-33.2

# WESTERN AUSTRALIA

Employment	WA	Australia
Employment Nov 2014	1,384,900	11,613,900
1 year change to Nov 2014	3.4%	1.2%
5 year change to Nov 2014	17.4%	7.0%
Employment Profile		
Working part-time	29%	30%
Female	44%	46%
Aged 15 to 24 years	16%	15%
Aged 45 years or older	38%	39%

About 1.4 million people are employed in Western Australia, making it the fourth largest employing state. This state's employment growth is the strongest in Australia, up by 17.4% (or 205,600) over the five years to November 2014, more than double the national average rate of 7.0%. Employment has continued to rise strongly over the past year (up by 3.4% compared with the national average of 1.2%).

Employment is highly concentrated in Greater Perth, which has more than three quarters of workers, although significant numbers of workers fly-in and fly-out of Perth for jobs in regional locations.

The largest employing industries are *Health Care and Social Assistance*, *Construction* and *Retail Trade* which together represent more than 30% of total employment in the state. *Mining* is the sixth largest employing industry in Western Australia and around 45% of national *Mining* employment is in this state.

Employment increased in 17 of the 19 industries over the five years to November 2014. *Health Care and Social Assistance*, *Mining* and *Professional, Scientific and Technical Services* each contributed around 31,000 new jobs to the state. Of these, *Mining* had the

## Youth in Western Australia



Source: ABS, Labour Force

strongest growth (46.1%). There have, though, been some job losses in *Mining* in Western Australia over the past few years (down by 15.0% or 17,500 over the two years to November 2014).

Over the five years, there were job losses in *Manufacturing* (down by 9,200) and *Information Media and Telecommunications* (3,200), but thousands of jobs were created in some sectors of *Manufacturing*, such as *Food Product Manufacturing* and *Machinery and Equipment Manufacturing*, which partially offset losses in others.

Workers in Western Australia are slightly less likely to hold a bachelor degree or higher qualification but are more likely to hold a certificate III or higher vocational education and training qualification than the national average.

Perth has the youngest age profile of any region in Western Australia, and around three quarters of workers aged 15 to 24 years in the state are employed in Perth. Few young people are employed in Western Australia - Wheat Belt, but this region has a higher proportion of its workers in the 45 years and older age group than any other in Australia (53%).

## Employment by Industry, Western Australia

Industries	Employment			
	Employ't Nov 2014 '000	% of total %	5 year change to Nov 2014 '000	%
Accommodation and Food Services	86.8	6	13.7	18.7
Administrative and Support Services	43.9	3	4.3	10.9
Agriculture, Forestry and Fishing	36.7	3	2.7	8.0
Arts and Recreation Services	34.2	2	15.8	86.0
Construction	148.9	11	23.4	18.7
Education and Training	105.2	8	7.5	7.7
Electricity, Gas, Water and Waste Services	15.6	1	2.5	19.1
Financial and Insurance Services	32.3	2	3.5	12.2
Health Care and Social Assistance	150.0	11	31.3	26.3
Information Media and Telecommunications	13.7	1	-3.2	-18.8
Manufacturing	87.0	6	-9.2	-9.5
Mining	98.7	7	31.2	46.1
Other Services	56.2	4	4.2	8.1
Professional, Scientific and Technical Services	113.9	8	31.1	37.5
Public Administration and Safety	80.2	6	13.3	19.9
Rental, Hiring and Real Estate Services	30.8	2	12.5	68.5
Retail Trade	142.7	10	20.7	16.9
Transport, Postal and Warehousing	67.3	5	6.2	10.1
Wholesale Trade	46.7	3	5.1	12.3

## Population and Employment by Region, Western Australia

Regions	Population	Employment		Employment Profile			Workforce Educational Profile		
	Population June 2013 '000	Employ't Nov 2014 '000	5 year change to Nov 2014 '000	%	Aged 15 to 24 years %	Aged 45 years or older %	With a bachelor degree or higher qual %	With a cert III or higher VET qual %	Without a post-school qual %
Greater Perth	1,972.4	1,066.4	146.7	16.0	17	37	30	30	35
Bunbury	173.5	93.4	8.6	10.2	16	45	20	35	37
Western Australia - Outback	235.9	137.8	30.3	28.2	14	34	9	40	44
Western Australia - Wheat Belt	137.5	63.9	-3.0	-4.5	11	53	17	32	42
<b>Western Australia</b>	<b>2,519.3</b>	<b>1,384.9</b>	<b>205.6</b>	<b>17.4</b>	<b>16</b>	<b>38</b>	<b>27</b>	<b>31</b>	<b>36</b>

Sources: ABS, Labour Force (state level data are trend, regional data are 12 month averages); ABS, Education and Work; ABS, Regional Population Growth



# TASMANIA

Employment	TAS	Australia
Employment Nov 2014	240,800	11,613,900
1 year change to Nov 2014	4.4%	1.2%
5 year change to Nov 2014	2.9%	7.0%
Employment Profile		
Working part-time	37%	30%
Female	47%	46%
Aged 15 to 24 years	15%	15%
Aged 45 years or older	45%	39%

Tasmania is Australia's smallest employing state (although both the territories have smaller labour markets), with around 2% of national employment. Employment growth was low over the five years to November 2014 (up by 2.9% or 6,800), but it has been strong over the past year (up by 4.4% or 10,200). Employment is regionally dispersed, with just 43% of jobs being in Hobart.

The largest employing industries in Tasmania are *Health Care and Social Assistance*, *Retail Trade* and *Education and Training*. Combined, they employ around 80,000 workers, accounting for one third of the state's employment.

Over the five years to November 2014, employment increased in most industries. *Administrative and Support Services* recorded the strongest growth (up by 46.9%) followed by *Rental, Hiring and Real Estate Services* (40.0%) and *Other Services* (34.6%).

*Education and Training*, though, contributed the most new jobs over the five years, followed by *Retail Trade* and *Other Services*. Together they added 10,200 jobs.

## Youth in Tasmania



Source: ABS, Labour Force

The largest job losses were in *Public Administration and Safety*, *Agriculture, Forestry and Fishing* and *Construction*. There has been some growth, though, in *Construction* employment over the past few years, with 1,500 new jobs created in this industry over the year to November 2014 (a rise of 8.4%). Despite job losses in *Agriculture, Forestry and Fishing*, it continues to be an important employer, accounting for 5.4% of state employment, compared with 2.8% of national employment.

A high proportion of Tasmania's workers are employed part-time (37%) compared with the national average (30%).

Workers in Tasmania are less likely than those in most other states to have completed post-school education (38% do not hold post-school qualifications compared with 34% nationally). A relatively large proportion of workers have vocational education and training qualifications (34% hold a certificate III or higher VET qualification, compared with 30% nationally), but few have a bachelor degree or higher qualification (22% compared with the national average of 29%).

Tasmania's workforce has a relatively old age profile. Around 45% of workers are aged 45 years or older (the highest of any state or territory). South East Tasmania has the highest proportion of older workers, with half aged 45 years or older, and it has relatively few workers aged 15 to 24 years.

## Employment by Industry, Tasmania

Industries	Employment			
	Employ't Nov 2014 '000	% of total %	5 year change to Nov 2014 '000	%
Accommodation and Food Services	18.2	7	2.2	13.9
Administrative and Support Services	8.2	3	2.6	46.9
Agriculture, Forestry and Fishing	13.3	5	-2.0	-13.3
Arts and Recreation Services	4.0	2	-0.7	-14.9
Construction	18.9	8	-1.7	-8.1
Education and Training	21.1	9	4.0	23.5
Electricity, Gas, Water and Waste Services	4.7	2	0.0	-1.0
Financial and Insurance Services	4.8	2	-0.6	-10.4
Health Care and Social Assistance	29.8	12	1.3	4.6
Information Media and Telecommunications	3.9	2	0.0	0.3
Manufacturing	18.6	8	-1.2	-5.9
Mining	3.3	1	-0.3	-9.4
Other Services	11.2	5	2.9	34.6
Professional, Scientific and Technical Services	11.7	5	0.5	4.7
Public Administration and Safety	19.2	8	-2.3	-10.8
Rental, Hiring and Real Estate Services	3.4	1	1.0	40.0
Retail Trade	29.5	12	3.3	12.5
Transport, Postal and Warehousing	11.6	5	1.3	12.7
Wholesale Trade	8.7	4	1.8	25.2

## Population and Employment by Region, Tasmania

Regions	Population	Employment		Employment Profile			Workforce Educational Profile		
	Population June 2013 '000	Employ't Nov 2014 '000	5 year change to Nov 2014 '000	%	Aged 15 to 24 years %	Aged 45 years or older %	With a bachelor degree or higher qual %	With a cert III or higher VET qual %	Without a post-school qual %
Hobart	218.0	103.0	0.3	0.3	15	42	27	32	35
Launceston and North East	143.5	66.0	-2.0	-2.9	16	45	19	36	40
South East	37.6	17.1	0.5	3.3	10	50	19	35	49
West and North West	114.0	50.2	0.8	1.7	16	47	13	39	39
<b>Tasmania</b>	<b>513.2</b>	<b>240.8</b>	<b>6.8</b>	<b>2.9</b>	<b>15</b>	<b>45</b>	<b>22</b>	<b>34</b>	<b>38</b>

Sources: ABS, Labour Force (state level data are trend, regional data are 12 month averages); ABS, Education and Work; ABS, Regional Population Growth

## NORTHERN TERRITORY

Employment	NT	Australia
Employment Nov 2014	128,500	11,613,900
1 year change to Nov 2014	-1.0%	1.2%
5 year change to Nov 2014	6.7%	7.0%
Employment Profile		
Working part-time	18%	30%
Female	45%	46%
Aged 15 to 24 years	15%	15%
Aged 45 years or older	37%	39%
Workforce Educational Profile		
With a bachelor degree or higher qual	28%	29%
With a cert III or higher VET qual	33%	30%
Without a post-school qual	34%	34%

The Northern Territory (NT) has Australia's smallest labour market, with 128,500 workers or about 1% of the national total. Over the five years to November 2014, employment grew by 6.7% or 8,100, slightly below the national growth rate of 7.0%.

About 60% of employment is in Darwin, but there are more than 50,000 jobs in other areas of the NT.

Four industries each employ more than 10,000 workers in the NT, *Public Administration and Safety* (22,200), *Construction* (16,000), *Health Care and Social Assistance* (15,700) and *Education and Training* (10,600).

*Public Administration and Safety* (up by 4,400) contributed the most new jobs over the five years to November 2014, followed by *Construction* (3,600).

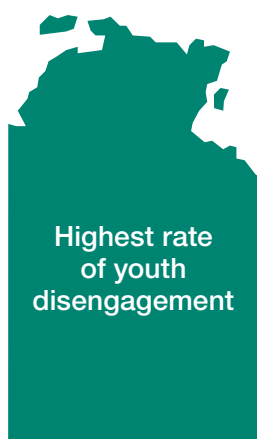
Workers in the NT are more likely to hold a certificate III or higher VET qualification than the national average, and are more likely to work full-time.

The workforce is slightly younger than the national average, with 37% of workers aged 45 years or older compared with 39%.

### Population and Employment by Region, Northern Territory

Regions	Population		Employment		Employment Profile	
	Population June 2013	Employ't Nov 2014	5 year change to Nov 2014	%	Aged 15 to 24 years	Aged 45 years or older
	'000	'000	'000	%	%	%
Darwin	136.2	79.4	9.1	13.0	15	35
Northern Territory - Outback	104.5	51.8	2.8	5.7	15	39
<b>Northern Territory</b>	<b>240.8</b>	<b>128.5</b>	<b>8.1</b>	<b>6.7</b>	<b>15</b>	<b>37</b>

### Youth in the NT



Source: ABS, Labour Force

## AUSTRALIAN CAPITAL TERRITORY

Employment	ACT	Australia
Employment Nov 2014	212,400	11,613,900
1 year change to Nov 2014	0.0%	1.2%
5 year change to Nov 2014	5.7%	7.0%
Employment Profile		
Working part-time	25%	30%
Female	49%	46%
Aged 15 to 24 years	15%	15%
Aged 45 years or older	36%	39%
Workforce Educational Profile		
With a bachelor degree or higher qual	45%	29%
With a cert III or higher VET qual	24%	30%
Without a post-school qual	27%	34%

There are 212,400 workers in the Australian Capital Territory (ACT). Over the five years to November 2014, employment rose by 5.7% or 11,400.

The ACT has a relatively high proportion of the national *Public Administration and Safety* workforce (around 9% compared with its share of total national employment of 6%), and this industry employs almost one in every three workers (66,100). This industry also contributed the largest number of new jobs over the past five years (up by 6,600 or 11.1%), but there have been some job losses over the past year (down by 5,200 or 7.3%).

The ACT workforce is highly skilled. About 73% of workers hold post-school qualifications, and they are much more likely to hold a bachelor degree or higher qualification than those in other locations. Fewer ACT workers hold a certificate III or higher vocational education and training qualification (24% compared with 30% nationally), reflecting the low share of ACT's employment in industries in which trades employment is significant, such as *Manufacturing* (2% compared with 8% nationally) and *Construction* (7% compared with 9%).

Workers in the ACT are more likely to work full-time and to be female than the national averages.

The ACT has relatively few workers aged 45 years or older (36% of its workers are in this age group, compared with 39% nationally).

Young people in the ACT are highly engaged in education or employment. Around 81% of people aged 15 to 24 years are either in full-time work or non-school study (compared with the national average of 74%).

### Youth in the ACT



Source: ABS, Labour Force

## YOUTH OVERVIEW

There are around 3.1 million Australians aged 15 to 24 years. Around 1.8 million of these young people are employed, representing 15% of the Australian workforce. Many people in this age group are enrolled in school or tertiary education, sometimes combining work with study.

### In which industries do young people work?

There are young workers in every industry, however, some industries offer more opportunities for workers aged 15 to 24 years. The industry with the highest proportion of its workers aged 15 to 24 years is *Accommodation and Food Services* (43%), followed by *Retail Trade* (33%).

The industries with the largest numbers of young workers are

- *Retail Trade* (406,300 or 22.8% of all young workers)
- *Accommodation and Food Services* (335,400 or 18.8%)
- *Construction* (176,500 or 9.9%)
- *Health Care and Social Assistance* (137,200 or 7.7%)
- *Manufacturing* (105,900 or 5.9%).

### In which occupations do young people work?

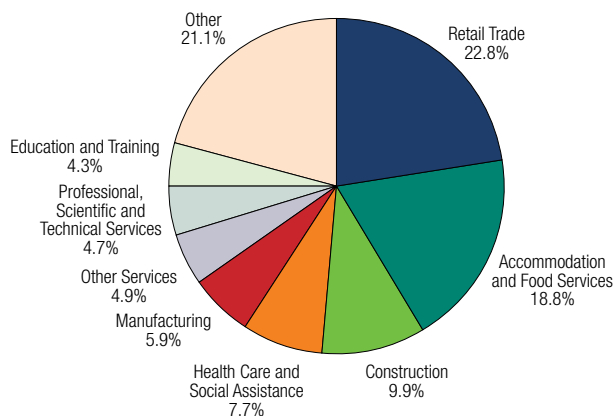
Young workers are predominantly employed in occupations which offer entry-level opportunities which do not generally require post-school qualifications. Consistent with the industry profile above, the five largest employing occupations for young people are

- Sales Assistants, General (266,900)
- Checkout Operators and Office Cashiers (81,700)
- Waiters (73,600)
- Kitchenhands (61,700)
- Carers, Child (41,700).

In some occupations, the majority of workers are aged 15 to 24 years, such as

- Fast Food Cooks (76% of workers are young)
- Sportspersons (69%)
- Waiters (64%)
- Checkout Operators and Office Cashiers (60%)
- Sports Coaches, Instructors and Officials (60%).

### Share of youth employment by industry (% of young workers)



Source: ABS, Labour Force

## MATURE AGE OVERVIEW

There are around 9.1 million Australians aged 45 years or older. About 4.5 million are in employment, accounting for 39% of the Australian workforce.

In view of Australia's ageing population, the participation of older workers is crucial to the labour market.

### In which industries do mature age people work?

Mature age workers represent a significant proportion of employment in each industry. Even in the industry with the youngest age profile, *Accommodation and Food Services*, more than one in every five workers is aged 45 years or older.

*Agriculture, Forestry and Fishing* has the highest proportion of its workers aged 45 years or older (59%), followed by *Education and Training* and *Transport, Postal and Warehousing* (both 48%).

The five industries with the largest numbers of mature age workers are

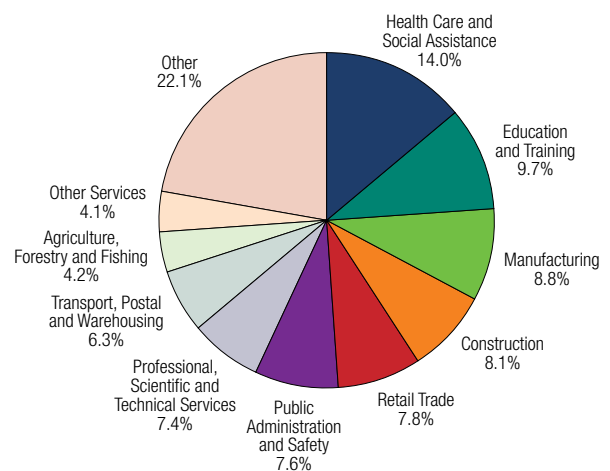
- *Health Care and Social Assistance* (634,000 or 14.0% of all mature age workers)
- *Education and Training* (439,700 or 9.7%)
- *Manufacturing* (398,500 or 8.8%)
- *Construction* (370,000 or 8.1%)
- *Retail Trade* (355,100 or 7.8%).

### In which occupations do mature age people work?

Workers aged 45 years or older are employed in all occupations. The five occupations with the largest numbers of jobs for mature age workers are

- Sales Assistants, General (115,500)
- Nurses, Registered (108,300)
- Clerks, General (106,500)
- Drivers, Truck (94,600)
- Managers, Retail (89,700).

### Share of mature employment by industry (% of mature age workers)



Source: ABS, Labour Force

Sources: ABS, Labour Force (four quarter average); ABS, Population by Age and Sex

# JOB SEARCH STRATEGIES FOR THOSE ENTERING THE LABOUR MARKET

Employers use a wide range of recruitment methods to fill vacancies, so it is important to adopt a variety of job search strategies to avoid missing out on potential employment opportunities.

Research by the Department of Employment indicates that

- more than half of all vacancies are advertised on the Internet or in a newspaper
- one in ten vacancies is filled using an employment agency
- one third of vacancies are not formally advertised.

Employers who do not advertise use informal methods to fill their vacancies, including word of mouth, being approached directly by job seekers or placing a sign in their shop window.

Employers' recruitment strategies can vary depending on the region and the position for which they are recruiting. Over recent years, there has been a move to online advertising of many vacancies, and this is evident across much of the labour market. Some small employers, though, prefer to keep their advertising local and they continue to use newspapers and local contacts.

Employers recruiting for apprentices and trainees generally advertise their vacancies online through job search websites or industry specific sites. Some combine online advertising with other approaches, including contacting TAFEs, recruitment agencies, training organisations or schools.

Despite the propensity for jobs to be advertised online, just one in four employed bachelor degree graduates first found out about their jobs this way, the other three quarters found employment using many different means.

## How graduates found full-time employment (%)

How bachelor degree graduates first found out about their position	%
Advertisement on the Internet	25.7
Family or friends	13.9
University or college careers service	12.4
Approached employer directly	8.9
Approached by an employer	7.6
Work contacts or networks	7.1
Other university or college source (such as faculties or lecturers)	5.3
Careers fair or information session	4.5
Employment agency	2.5
Advertisement in a newspaper or other print media	2.0
Via résumé posted on the Internet	1.4
Other	8.6

Source: GCA, Gradstats

## Workplace experience is valuable

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 workplace experience.

An entry-level job can provide an opportunity to gain workplace skills and experience, which is valued by employers and which will help for future employment.

Students may have the chance to undertake a placement to gain workplace experience as part of their course. Those undertaking an apprenticeship or traineeship benefit from a combination of training and employment.

From 1 July 2015, *jobactive* will provide job seekers with access to tailored help from a *jobactive organisation*, based on their assessed needs. This can include support to complete Work for the Dole or other eligible activities to provide work-like experiences, helping job seekers learn new skills and improve their chances of finding a job.

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

## What do employers look for when recruiting?

Employability skills are non-technical or generic skills which contribute to your ability to gain and keep a job. They are sometimes referred to as core, life, essential or soft skills. Unlike many technical skills, employability skills are transferable between jobs.

Employers value people who can communicate effectively; have teamwork and problem-solving skills; show initiative and enterprise; can plan and organise work; and have good capabilities in working with technology. The Department's Skill Shortage Research shows that if applicants do not have these attributes employers often reject them, even if they hold relevant qualifications.

These skills can be developed in entry-level jobs or pre-vocational courses and extracurricular activities. It is now a requirement of nationally recognised vocational education and training packages to embed employability skills into course content.

While employers consider all of these to be important, particular jobs may require some more than others. Employers also seek people who have a range of other personal attributes including: loyalty, commitment, honesty and integrity, enthusiasm, reliability, good personal presentation, common sense, positive self-esteem, an ability to deal with pressure, motivation and adaptability.

## Support is available

If you are unemployed and looking for work, *jobactive* can offer you personalised support to find a job.

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

If you have just found work or are about to start work in a new job and have been on Newstart or Youth Allowance for at least 12 months, you may be eligible to receive the Job Commitment Bonus for Young Australians.

[employment.gov.au/job-commitment-bonus-young-australians-0](http://employment.gov.au/job-commitment-bonus-young-australians-0)

Resources are available through Generation Success, which is an industry led initiative aimed at drawing employers' attention to youth unemployment and providing tips and advice to support employers, young people, parents and educators.

[employment.gov.au/generation-success-resources-young-job-seekers](http://employment.gov.au/generation-success-resources-young-job-seekers)

There are Australian Government initiatives that contribute to increased participation in education and training by young people.

[education.gov.au/school-work-transitions](http://education.gov.au/school-work-transitions)

The Department of Employment has launched a Career Quiz app. to help job seekers better understand their work preferences and learn more about the kinds of jobs they might enjoy or be good at.

The Career Quiz app can be downloaded free from the **iTunes app store** and **Google Play** by searching for 'Career Quiz Australia'.

Sources: Department of Employment, Survey of Employers' Recruitment Experiences; Department of Employment, Skill Shortage Research; Department of Employment, The Labour Market for Apprentices; GCA, GradStats; ACCI and BCA, Employability Skills for the Future



# STRATEGIES FOR MATURE AGE WORKERS

## Re-entering the workforce or transitioning to another job

Re-entering the workforce or moving to another job can be difficult for many workers, but the following strategies can help.

- **Consider a wide range of job opportunities.** There may be limited opportunities to find a job that is identical to the one in which you have experience. Be receptive to a broad range of employment opportunities and be prepared to 'try something different'. Roles that increase exposure to potential employers or which develop new skills could be a stepping stone to other opportunities.
- **Re-training could be required.** Consider broadening and diversifying your skill set. In addition to providing additional skills and qualifications, training demonstrates a commitment to a particular career direction. Training can also be used to improve general skills, such as undertaking a short course in computing or technology.
- **Promote your adaptability.** Having résumés that are up-to-date, comprehensive and which highlight transferable skills are essential to properly 'sell yourself' to employers.
- **Act quickly.** Most employers understand that sometimes good workers leave the labour market for a number of reasons. Some lose their jobs as firms restructure, and redundancy is not a reflection of the workers' performance. For others, caring commitments require an extended break from work. It might be tempting to wait and see if the perfect job comes up, but it is generally better to get your foot-in-the-door.
- **Be positive and enthusiastic.** Job seekers who can demonstrate that they have a positive attitude about a position are more likely to demonstrate their willingness to adapt to changing conditions. Job seekers should also approach employers about potential job opportunities.

## Support is available

There are programmes and incentives that encourage employers to take on mature age people.

The Restart Wage Subsidy provides financial assistance to employers who provide jobs to people aged 50 years or older. Employers may be able to receive payments over 24 months if they hire a full-time mature age job seeker who has been unemployed and on income support for six months.

[employment.gov.au/restart-wage-subsidy](http://employment.gov.au/restart-wage-subsidy)

The Corporate Champions programme helps large employers to attract and retain mature age workers. The programme supports employers who commit to moving towards best practice in the recruitment and retention of mature age staff aged 45 years or over. Eligible employers can receive tailored support and assistance from an industry expert.

[employment.gov.au/corporate-champions](http://employment.gov.au/corporate-champions)

## Building your skills can improve your prospects

Undertaking training can improve the prospects of workers re-entering the workforce or transitioning to another job. Age is not an impediment to study. In 2013, large numbers of people aged 50 years or older were enrolled in post-school education. The vast majority (more than 250,000) were in vocational education and training (VET), but more than 40,000 were undertaking higher education.

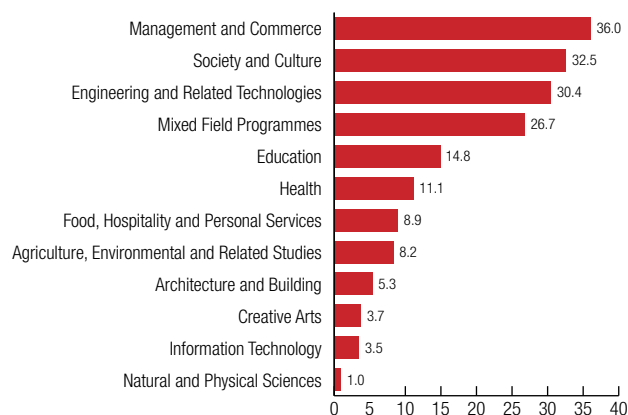
Education and training can vary significantly, including

- starting a degree or course in a field in which you have not previously studied or been employed
- a short course for certification in areas such as Responsible Service of Alcohol or for a heavy vehicle licence
- furthering your qualifications in a particular field by undertaking a postgraduate degree or higher level certificate.

The three fields with the largest numbers of mature VET students enrolled for a qualification are

- Management and Commerce (36,000 enrolled)
- Society and Culture (32,500)
- Engineering and Related Technologies (30,400).

## Student Enrolments in VET by Field of Education, Aged 50 Years or Older, 2013 ('000)

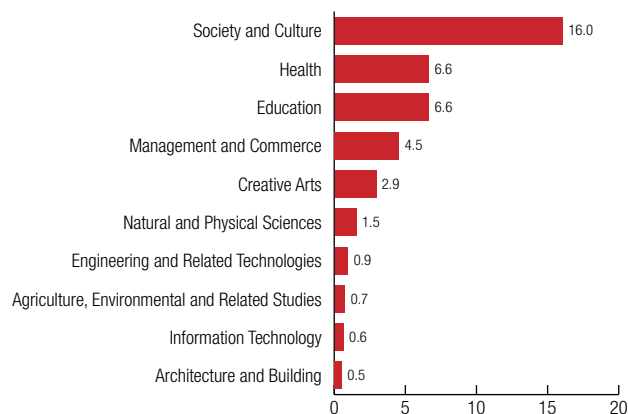


Source: NCVER, Students and Courses, AQF qualification

Significant numbers of students aged 50 years or older are also enrolled in higher education. The three fields with the largest numbers of mature age students studying for a qualification are

- Society and Culture (16,000 enrolled)
- Health (6,600)
- Education (6,600).

## Student Enrolments in Higher Education by Field of Education, Aged 50 Years or Older, 2013 ('000)



Source: Department of Education and Training, Higher Education Student Data Collection, AQF qualification



## INDUSTRY OVERVIEW

There are 19 broad industries. Three of these industries each employ more than one million Australians. Combined, the largest six employ around 56% of all workers. These are

- *Health Care and Social Assistance* (12% of workforce)
- *Retail Trade* (11%)
- *Construction* (9%)
- *Professional, Scientific and Technical Services* (8%)
- *Education and Training* (8%)
- *Manufacturing* (8%).

The industry distribution of the labour market is changing. Slightly more than a decade ago, *Manufacturing* was Australia's largest employing industry, now it is the sixth. As some industries lose jobs, others grow.

In November 2014, there were 756,700 more jobs in the Australian labour market than five years earlier. The largest numbers of new jobs were in

- *Health Care and Social Assistance* (up by 190,700)
- *Professional, Scientific and Technical Services* (124,600)
- *Education and Training* (92,700)
- *Construction* (76,500)
- *Retail Trade* (74,200).

Over the five years to November 2014, employment gains in the growth industries were partially offset by falls in the following three industries (although some sectors of these rose).

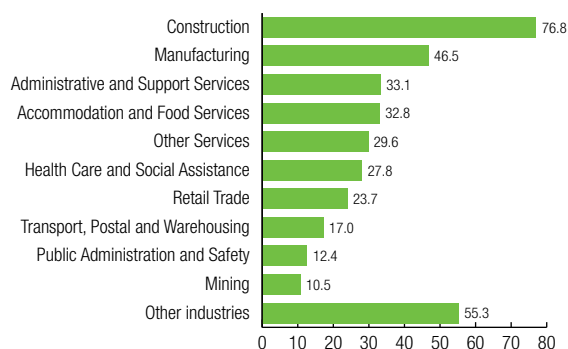
- *Manufacturing* (down by 79,200)
- *Wholesale Trade* (27,900)
- *Agriculture, Forestry and Fishing* (24,100).

The educational profiles of industries are diverse. Some industries rely on the higher education sector for their skilled workers (for example, many workers in *Health Care and Social Assistance* and *Education and Training* have a bachelor degree or higher qualification) while others have large numbers of workers who have undertaken vocational education and training (like *Construction*).

### Which industries provide apprenticeship and traineeship opportunities?

Many of the skilled workers who have completed vocational education and training have done so as an apprentice or trainee. Apprenticeships and traineeships are offered in every industry and are available to people of all ages, but most of these workers are aged 15 to 24 years. Employment outcomes for apprenticeship or traineeship graduates are good (see page 33).

### Apprenticeships and Traineeships, Enrolments by Industry ('000)



Source: NCVET, Apprentices and Trainees

### Employment by Industry

Industry	Employment				Employment Profile			Regional	Projected employ't change 5 year to Nov 2019	
	Employ't Nov 2014 '000	% of total workforce	5 year change to Nov 2014 '000	%	Female %	Aged 15 to 24 years %	Aged 45 years or older %		%	'000
Accommodation and Food Services	808.8	7	70.1	9.5	55	43	22	36	112.4	13.9
Administrative and Support Services	380.9	3	11.6	3.1	53	10	42	32	30.5	8.0
Agriculture, Forestry and Fishing	322.0	3	-24.1	-7.0	30	10	59	84	12.0	3.7
Arts and Recreation Services	226.5	2	31.2	16.0	47	30	29	24	31.3	13.8
Construction	1,057.9	9	76.5	7.8	11	17	36	34	137.9	13.0
Education and Training	912.1	8	92.7	11.3	70	8	48	32	142.7	15.6
Electricity, Gas, Water and Waste Services	139.5	1	13.4	10.6	21	7	43	40	5.4	3.8
Financial and Insurance Services	411.7	4	8.2	2.0	50	8	33	15	46.4	11.3
Health Care and Social Assistance	1,383.1	12	190.7	16.0	78	10	45	32	258.0	18.7
Information Media and Telecommunications	216.8	2	5.9	2.8	38	13	33	18	8.6	4.0
Manufacturing	911.5	8	-79.2	-8.0	27	11	43	30	-26.2	-2.9
Mining	228.9	2	62.2	37.3	14	8	32	55	-40.7	-17.8
Other Services	476.0	4	33.6	7.6	43	18	38	34	36.0	7.6
Professional, Scientific and Technical Services	947.1	8	124.6	15.2	43	9	36	18	136.6	14.4
Public Administration and Safety	726.6	6	59.6	8.9	49	6	47	30	51.0	7.0
Rental, Hiring and Real Estate Services	220.9	2	41.5	23.1	50	15	40	27	27.8	12.6
Retail Trade	1,246.3	11	74.2	6.3	56	33	29	34	111.1	8.9
Transport, Postal and Warehousing	599.7	5	32.7	5.8	23	9	48	30	61.0	10.2
Wholesale Trade	394.0	3	-27.9	-6.6	33	8	45	25	24.8	6.3
<b>All Industries</b>	<b>11,613.9</b>	<b>100</b>	<b>756.7</b>	<b>7.0</b>	<b>46</b>	<b>15</b>	<b>39</b>	<b>32</b>	<b>1,166.4</b>	<b>10.0</b>

Sources: ABS, Labour Force (trend and 4 quarter averages); Department of Employment, Industry Employment Projections; NCVET, Apprentices and Trainees

## INDUSTRY OUTLOOK

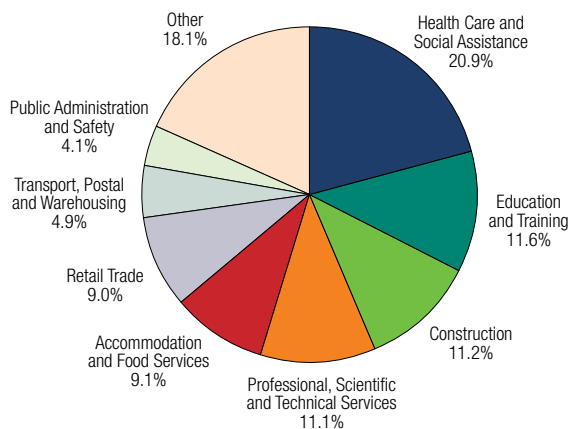
### Which industries will have the most new jobs over the next five years?

Seventeen of the 19 industries are projected to increase their employment over the five years to November 2019. *Health Care and Social Assistance* is expected to provide the largest contribution (258,000 or one in every five new jobs), followed by *Education and Training* (142,700), *Construction* (137,900) and *Professional, Scientific and Technical Services* (136,600). Together, these four industries are projected to provide around half of all new jobs.

The industries projected to grow most strongly are *Health Care and Social Assistance* (up by 18.7%), *Education and Training* (15.6%) and *Professional, Scientific and Technical Services* (14.4%).

The two industries which are expected to have lower employment are *Mining* (down by 40,700 or 17.8%) and *Manufacturing* (26,200 or 2.9%). The decline in *Manufacturing* is a long-term structural change in the labour market, while *Mining* employment has peaked after strong rises in the ten years to 2013.

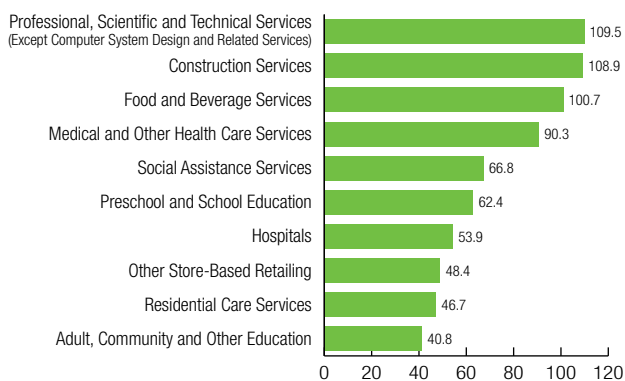
### Projected Employment Growth, Industry Share (% of total growth)



Source: Department of Employment, Industry Employment Projections

The chart below provides more disaggregated information about sectors where the new jobs will be. It shows the diversity of employment growth, but highlights the importance of services sectors.

### Projected Employment Growth, Top 10 Industry Sectors ('000)



Source: Department of Employment, Industry Employment Projections

For more detailed employment projections see [lmip.gov.au](http://lmip.gov.au), including for where employment is increasing or decreasing by industry.

Sources: ABS, Labour Force (trend and 4 quarter averages); ABS, Education and Work; Department of Employment, Industry Employment Projections; NCVER, Apprentices and Trainees

## ACCOMMODATION AND FOOD SERVICES

Employment	This industry	All industries
Employment Nov 2014	808,800	11,613,900
1 year change to Nov 2014	5.2%	1.2%
5 year change to Nov 2014	9.5%	7.0%
5 year projected change to Nov 2019	13.9%	10.0%
<b>Employment Profile</b>		
Working part-time	57%	30%
Female	55%	46%
Aged 15 to 24 years	43%	15%
Aged 45 years or older	22%	39%
Regional	36%	32%
<b>Workforce Educational Profile</b>		
With a bachelor degree or higher qual	12%	29%
With a cert III or higher VET qual	24%	31%
Without a post-school qual	57%	34%
<b>Top 5 Occupations</b>		
Waiters	107,100	121,300
Kitchenhands	86,500	128,000
Bar Attendants and Baristas	77,600	82,000
Sales Assistants, General	77,000	507,900
Chefs	66,900	89,600

*Accommodation and Food Services* represents 7% of Australia's workforce. This industry experienced strong growth (up by 9.5%) over the five years to November 2014, with 70,100 new jobs.

Over the next five years, employment is projected to continue to increase strongly (up by 13.9% or 112,400). Almost all of the new jobs are expected to be in the Food and Beverage Services sector (up by 100,700 or 14.4%).

Reflecting the dominance of the Food and Beverage Services sector (which has about 85% of employment in the industry), almost one in four jobs is for Waiters and Kitchenhands.

Jobs are available in almost every location, with more than 280,000 in regional areas.

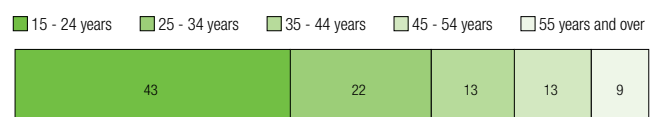
*Accommodation and Food Services* has the youngest age profile of any industry, with the lowest proportion of workers aged 45 years or older and the highest proportion of workers aged 15 to 24 years.

This industry provides good entry-level opportunities to the labour market. Almost three in every five workers do not hold post-school qualifications, but around 24,000 of the young workers in this industry are apprentices or trainees.

Workers in this industry are more likely to be employed part-time than those in other industries, with many people combining work with study.

### Age Profile

#### Accommodation and Food Services (% of industry total)



Source: ABS, Labour Force

## ADMINISTRATIVE AND SUPPORT SERVICES

Employment	This industry	All industries
Employment Nov 2014	380,900	11,613,900
1 year change to Nov 2014	-2.3%	1.2%
5 year change to Nov 2014	3.1%	7.0%
5 year projected change to Nov 2019	8.0%	10.0%
<b>Employment Profile</b>		
Working part-time	43%	30%
Female	53%	46%
Aged 15 to 24 years	10%	15%
Aged 45 years or older	42%	39%
Regional	32%	32%
<b>Workforce Educational Profile</b>		
With a bachelor degree or higher qual	22%	29%
With a cert III or higher VET qual	25%	31%
Without a post-school qual	46%	34%
<b>Top 5 Occupations</b>		
Cleaners, Commercial	69,800	147,200
Cleaners, Domestic	26,600	29,500
Human Resource Professionals	22,900	44,900
Gardeners	22,200	79,300
Tourism and Travel Advisors	19,800	23,900

*Administrative and Support Services* is a small industry with 3% of national employment (380,900). Employment increased at a relatively low rate over the five years to November 2014 (up by 3.1% or 11,600), and there were some job losses in 2014.

Employment growth is projected to be stronger over the next five years (up by 8.0% or 30,500) but still below the average across all industries (10.0%).

*Labourers* make up a higher proportion of workers in *Administrative and Support Services* than in any other industry (38.1% compared with the all industries average of 9.4%). One in four workers is a Cleaner (Commercial or Domestic).

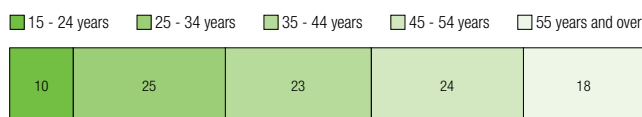
Almost one third of this industry's jobs (around 122,500) are in regional areas.

Compared with the all industries averages, workers in this industry are more likely to be female and be employed part-time.

The workforce has a relatively old age profile. Just 10% of workers are aged 15 to 24 years (compared with 15% across all industries) and around 42% are 45 years or older (compared with the all industries average of 39%).

Relatively few workers in *Administrative and Support Services* have post-school qualifications (54%), but more than 24,000 of its young workers are apprentices or trainees.

### Age Profile Administrative and Support Services (% of industry total)



Source: ABS, Labour Force

## AGRICULTURE, FORESTRY AND FISHING

Employment	This industry	All industries
Employment Nov 2014	322,000	11,613,900
1 year change to Nov 2014	4.8%	1.2%
5 year change to Nov 2014	-7.0%	7.0%
5 year projected change to Nov 2019	3.7%	10.0%
<b>Employment Profile</b>		
Working part-time	27%	30%
Female	30%	46%
Aged 15 to 24 years	10%	15%
Aged 45 years or older	59%	39%
Regional	84%	32%
<b>Workforce Educational Profile</b>		
With a bachelor degree or higher qual	12%	29%
With a cert III or higher VET qual	29%	31%
Without a post-school qual	49%	34%
<b>Top 5 Occupations</b>		
Farmers, Livestock	80,200	89,300
Farmers, Crop	42,900	38,100
Farm Workers, Livestock	30,100	39,700
Farmers, Mixed Crop and Livestock	27,300	27,300
Farm Workers, Crop	19,300	20,100

*Agriculture, Forestry and Fishing* employs 322,000 workers and accounts for 3% of national employment. Employment fell by 7.0% or 24,100 over the five years to November 2014 but there was some growth in jobs in 2014. Over the five years to November 2019 employment is expected to rise (up by 3.7% or 12,000), but at a lower rate than the average for all industries.

The vast majority of jobs in this industry are in the Agriculture sector (284,200). Around 21,000 people work in Aquaculture, Forestry and Logging, and Fishing, Hunting and Trapping combined.

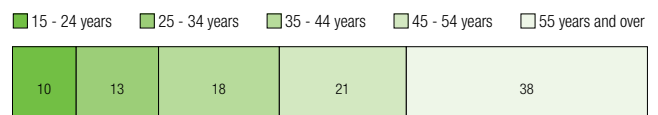
Around 84% (270,500) of jobs are in regional areas, so there are good opportunities for employment in this industry outside the capital cities.

Employment is concentrated in a small number of occupations. Farmers and Farm Managers account for almost half of the workforce.

Almost half the workers do not hold post-school qualifications, and those who do are significantly more likely to have completed vocational education and training than university studies.

*Agriculture, Forestry and Fishing* has the oldest age profile of any industry. About 59% of workers are aged 45 years or older and just 10% are aged 15 to 24 years (compared with the all industries averages of 39% and 15%, respectively).

### Age Profile Agriculture, Forestry and Fishing (% of industry total)



Source: ABS, Labour Force

## ARTS AND RECREATION SERVICES

Employment	This industry	All industries
Employment Nov 2014	226,500	11,613,900
1 year change to Nov 2014	9.9%	1.2%
5 year change to Nov 2014	16.0%	7.0%
5 year projected change to Nov 2019	13.8%	10.0%
<b>Employment Profile</b>		
Working part-time	50%	30%
Female	47%	46%
Aged 15 to 24 years	30%	15%
Aged 45 years or older	29%	39%
Regional	24%	32%
<b>Workforce Educational Profile</b>		
With a bachelor degree or higher qual	30%	29%
With a cert III or higher VET qual	22%	31%
Without a post-school qual	44%	34%
<b>Top 5 Occupations</b>		
Sports Coaches, Instructors and Officials	18,300	45,100
Fitness Instructors	9,900	27,600
Music Professionals	8,700	14,000
Sportspersons	8,400	13,800
Managers, Amusement, Fitness and Sports Centre	7,800	12,700

*Arts and Recreation Services* is a small employing industry with 226,500 workers, or 2% of national employment. It covers a diverse range of activities including the operation of casinos, museums, parks and gardens, creative and performing arts, and professional and recreational sports.

Over the five years to November 2014, employment rose strongly (up by 16.0% or 31,200). Employment is projected to continue to increase strongly over the next five years (up by 13.8% or 31,300), well above the average growth rate across all industries (10.0%).

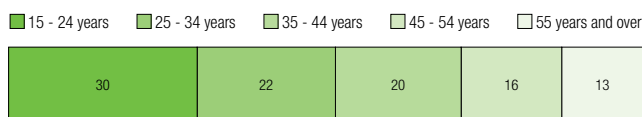
Employment is concentrated in the Sports and Recreation Activities sector (129,700) and the largest employing occupations tend to be related to these activities.

About three quarters of the jobs in *Arts and Recreation Services* are in capital cities, but the industry employs around 54,400 people in regional areas.

Half the workers are employed part-time and about 30% of workers are aged 15 to 24 years (compared with 15% across all industries). A relatively small proportion of workers are aged 45 years or older.

Around 44% of workers do not hold post-school qualifications, compared with 34% across all industries.

### Age Profile Arts and Recreation Services (% of industry total)



Source: ABS, Labour Force

## CONSTRUCTION

Employment	This industry	All industries
Employment Nov 2014	1,057,900	11,613,900
1 year change to Nov 2014	4.7%	1.2%
5 year change to Nov 2014	7.8%	7.0%
5 year projected change to Nov 2019	13.0%	10.0%
<b>Employment Profile</b>		
Working part-time	15%	30%
Female	11%	46%
Aged 15 to 24 years	17%	15%
Aged 45 years or older	36%	39%
Regional	34%	32%
<b>Workforce Educational Profile</b>		
With a bachelor degree or higher qual	10%	29%
With a cert III or higher VET qual	50%	31%
Without a post-school qual	34%	34%
<b>Top 5 Occupations</b>		
Carpenters and Joiners	105,900	128,000
Electricians	87,900	141,700
Plumbers	73,600	86,000
Managers, Construction	67,800	80,700
Painting Trades Workers	43,700	51,300

*Construction* is the third largest employing industry in Australia, with 9% of national employment. More than one million people are employed in the industry. Employment growth was slightly stronger than the all industries average over the five years to November 2014 (7.8%) with 76,500 new jobs created. Growth was particularly strong in 2014 (4.7% compared with the all industries average of 1.2%).

Employment is projected to continue to rise strongly over the five years to November 2019 (up by 13.0% or 137,900).

The *Construction* workforce is dominated by *Technicians and Trades Workers*. Four of the five largest employing occupations are *Technicians and Trades Workers*, and Carpenter and Joiner comprises around 10% of employment in the industry.

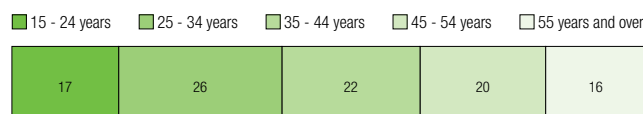
*Construction* has the lowest proportion of females of any industry and workers are predominantly employed full-time.

This large industry offers many jobs in regional areas (around 360,000).

The workforce is younger than the all industries average, with a slightly higher proportion of workers aged 15 to 24 years and a lower proportion of workers aged 45 years or older.

Consistent with its occupational profile, half the workers in *Construction* hold vocational education and training qualifications at the certificate III or higher level. More than 53,000 young workers in this industry are employed as apprentices or trainees.

### Age Profile Construction (% of industry total)



Source: ABS, Labour Force

## EDUCATION AND TRAINING

Employment	This industry	All industries
Employment Nov 2014	912,100	11,613,900
1 year change to Nov 2014	2.5%	1.2%
5 year change to Nov 2014	11.3%	7.0%
5 year projected change to Nov 2019	15.6%	10.0%
<b>Employment Profile</b>		
Working part-time	40%	30%
Female	70%	46%
Aged 15 to 24 years	8%	15%
Aged 45 years or older	48%	39%
Regional	32%	32%
<b>Workforce Educational Profile</b>		
With a bachelor degree or higher qual	63%	29%
With a cert III or higher VET qual	20%	31%
Without a post-school qual	13%	34%
<b>Top 5 Occupations</b>		
Teachers, Primary School	142,400	143,800
Teachers, Secondary School	117,600	118,100
Education Aides	66,200	71,700
University Lecturers and Tutors	49,500	50,900
Tutors and Teachers, Private	30,900	32,100

*Education and Training* is a large, strongly growing industry, with 912,100 workers or 8% of national employment. Employment increased by 11.3% (or 92,700) over the five years to November 2014, and by 2.5% (or 22,400) over the past year. Adult, Community and Other Education accounted for the largest number of new jobs.

Over the five years to November 2019, employment is projected to continue to increase strongly (up by 15.6% or 142,700), well above the all industries average (10.0%).

The proportion of the *Education and Training* workforce employed in regional areas is the same as the all industries average, but its large workforce size means there are almost 300,000 jobs outside the capital cities.

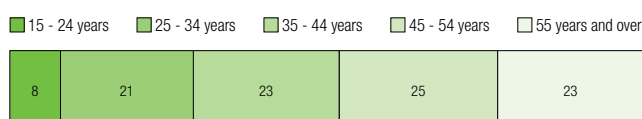
About 55% of this industry's workers are *Professionals* (compared with the all industries average of 21%), with teachers being the largest occupations. Reflecting this, the industry is highly skilled. The majority of workers hold a bachelor degree or higher qualification and only around one in ten workers does not have a post-school qualification.

In light of the time required to gain relevant qualifications, few of the workers are aged 15 to 24 years, but *Education and Training* has the second highest proportion of workers aged 45 years or older across all industries.

This industry's workforce is female dominated (70% of workers are female) and part-time employment is common.

### Age Profile

#### Education and Training (% of industry total)



Source: ABS, Labour Force

## ELECTRICITY, GAS, WATER AND WASTE SERVICES

Employment	This industry	All industries
Employment Nov 2014	139,500	11,613,900
1 year change to Nov 2014	-8.5%	1.2%
5 year change to Nov 2014	10.6%	7.0%
5 year projected change to Nov 2019	3.8%	10.0%
<b>Employment Profile</b>		
Working part-time	9%	30%
Female	21%	46%
Aged 15 to 24 years	7%	15%
Aged 45 years or older	43%	39%
Regional	40%	32%
<b>Workforce Educational Profile</b>		
With a bachelor degree or higher qual	25%	29%
With a cert III or higher VET qual	39%	31%
Without a post-school qual	29%	34%
<b>Top 5 Occupations</b>		
Drivers, Truck	11,700	189,300
Electricians	8,100	141,700
Electrical Distribution Trades Workers	7,800	10,800
Metal Fitters and Machinists	4,700	123,800
Accountants	4,500	193,000

*Electricity, Gas, Water and Waste Services* is Australia's smallest industry, with around 139,500 workers, or 1% of national employment. Although employment growth was strong over the five years to November 2014 (up by 10.6% or 13,400), employment fell by 8.5% in the year to November 2014.

Below average employment growth is expected over the five years to November 2019 (3.8% or 5,400).

This industry has a slightly larger proportion of its workforce in regional areas than the national average (40% compared with 32%), providing around 55,800 jobs outside capital cities.

Almost all workers in this industry are employed full-time and the workforce is male dominated (around four in five workers are male).

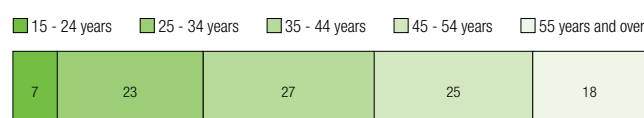
The workforce is skilled, with more than 70% of workers holding post-school, mainly vocational education and training, qualifications. Around two in every five have a certificate III or higher level vocational education and training qualification.

The occupational profile is diverse, with *Machinery Operators and Drivers, Technicians and Trades Workers* and *Professionals* represented in the five largest employing occupations.

A slightly higher proportion of *Electricity, Gas, Water and Waste Services* workers are aged 45 years or older compared with all industries (43% compared with 39%) and relatively few are young (7% of the workforce is aged 15 to 24 years).

### Age Profile

#### Electricity, Gas, Water and Waste Services (% of industry total)



Source: ABS, Labour Force

Sources: ABS, Labour Force (trend and 4 quarter averages); ABS, Education and Work; Department of Employment, Industry Employment Projections



## FINANCIAL AND INSURANCE SERVICES

Employment	This industry	All industries
Employment Nov 2014	411,700	11,613,900
1 year change to Nov 2014	-1.1%	1.2%
5 year change to Nov 2014	2.0%	7.0%
5 year projected change to Nov 2019	11.3%	10.0%
<b>Employment Profile</b>		
Working part-time	17%	30%
Female	50%	46%
Aged 15 to 24 years	8%	15%
Aged 45 years or older	33%	39%
Regional	15%	32%
<b>Workforce Educational Profile</b>		
With a bachelor degree or higher qual	48%	29%
With a cert III or higher VET qual	23%	31%
Without a post-school qual	24%	34%
<b>Top 5 Occupations</b>		
Bank Workers	52,400	52,500
Financial Investment Advisers and Managers	40,200	49,100
Clerks, Insurance, Money Market and Statistical	26,600	29,300
Credit and Loans Officers	24,600	28,800
Financial Brokers	22,300	26,400

*Financial and Insurance Services* is a relatively small employing industry with around 411,700 workers (or 4% of national employment). Over the five years to November 2014, employment rose by 8,200 (or 2.0%). Employment fell, though, in 2014.

Employment growth is expected to be strong over the five years to November 2019 (up by 11.3% or 46,400).

Employment is highly concentrated in the capital cities (85%), particularly in Sydney and Melbourne where many financial institutions have their head offices.

Relatively few people work part-time (17%) compared with the all industries average (30%). Half the workforce is female, higher than all industries (46%).

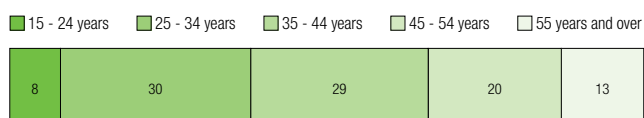
This industry employs a relatively narrow range of occupations. *Clerical and Administrative Workers* and *Professionals* dominate, accounting for almost four in every five workers, markedly higher than their share of total national employment (35%).

Given the significant employment of *Professionals*, the higher education sector plays an important role in the provision of skills. Almost half of this industry's workers hold a bachelor degree or higher qualification.

Reflecting this, few young workers are employed (8% of the workers are aged 15 to 24 years compared with the all industries average of 15%).

### Age Profile

#### Financial and Insurance Services (% of industry total)



Source: ABS, Labour Force

## HEALTH CARE AND SOCIAL ASSISTANCE

Employment	This industry	All industries
Employment Nov 2014	1,383,100	11,613,900
1 year change to Nov 2014	-0.4%	1.2%
5 year change to Nov 2014	16.0%	7.0%
5 year projected change to Nov 2019	18.7%	10.0%
<b>Employment Profile</b>		
Working part-time	44%	30%
Female	78%	46%
Aged 15 to 24 years	10%	15%
Aged 45 years or older	45%	39%
Regional	32%	32%
<b>Workforce Educational Profile</b>		
With a bachelor degree or higher qual	45%	29%
With a cert III or higher VET qual	32%	31%
Without a post-school qual	18%	34%
<b>Top 5 Occupations</b>		
Nurses, Registered	224,600	231,500
Carers, Aged and Disabled	124,300	141,000
Carers, Child	104,500	130,200
Nursing Support and Personal Care Workers	83,300	89,800
Receptionists	77,600	162,200

*Health Care and Social Assistance* is Australia's largest employing industry and one of the strongest growing. Its almost 1.4 million workers account for 12% of national employment. It is also the largest employing industry in regional Australia, with around 442,600 jobs.

This industry has been the primary provider of new jobs in the Australian labour market since the 1990s. Over the five years to November 2014, employment increased by 16.0% (or 190,700).

Over the five years to November 2019, employment is expected to increase by 258,000 (or 18.7%).

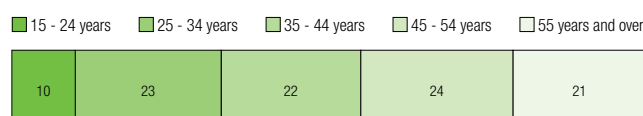
The industry's workforce is female dominated (reflecting the profile of many of the largest occupations), and there are good opportunities for part-time employment.

Workers in the *Health Care and Social Assistance* industry are generally highly skilled. More than four in five have completed post-school study and 45% have a bachelor degree or higher qualification, reflecting the requirements for entry to many of the major occupations in this sector. A high proportion of workers are *Professionals* (almost twice the national average).

Consistent with the time required to gain relevant qualifications, a relatively small proportion of workers are aged 15 to 24 years (10% compared with 15% across all industries). Despite this, *Health Care and Social Assistance* is the fourth largest employer of young workers. The industry has a higher proportion of workers in the 45 years and older age groups than the all industries average (45% compared with 39%).

### Age Profile

#### Health Care and Social Assistance (% of industry total)



Source: ABS, Labour Force

## INFORMATION MEDIA AND TELECOMMUNICATIONS

Employment	This industry	All industries
Employment Nov 2014	216,800	11,613,900
1 year change to Nov 2014	11.4%	1.2%
5 year change to Nov 2014	2.8%	7.0%
5 year projected change to Nov 2019	4.0%	10.0%
<b>Employment Profile</b>		
Working part-time	20%	30%
Female	38%	46%
Aged 15 to 24 years	13%	15%
Aged 45 years or older	33%	39%
Regional	18%	32%
<b>Workforce Educational Profile</b>		
With a bachelor degree or higher qual	38%	29%
With a cert III or higher VET qual	25%	31%
Without a post-school qual	31%	34%
<b>Top 5 Occupations</b>		
Telecommunications Trades Workers	16,900	28,000
Journalists and Other Writers	13,400	24,400
Managers, ICT	9,000	60,200
Directors, Film, Television, Radio and Stage	7,700	7,900
Directors, Artistic, and Media Producers and Presenters	6,700	12,200

*Information Media and Telecommunications* is a diverse industry and includes newspaper and Internet publishing, radio and broadcasting. It is a small employing industry with 216,800 workers, or 2% of national employment.

Employment increased by 5,900 (or 2.8%) over the five years to November 2014. Most new jobs were created in Telecommunications Services, with some job losses in other sectors.

Over the five years to November 2019, employment is expected to rise at a slightly stronger rate (up by 4.0% or 8,600) than it has in the past five, but still well below the all industries average.

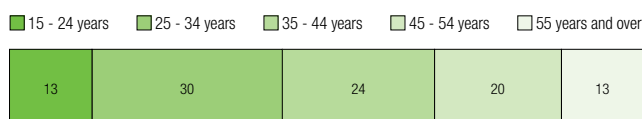
Greater Sydney has a relatively high concentration of this industry's jobs (34%) and relatively few jobs are located in regional areas (18%).

More than one third of the workers in *Information Media and Telecommunications* are *Professionals*, however, the top five occupations demonstrate the diversity of jobs offered in this industry.

Reflecting the concentration of workers in skilled occupations, a high proportion of workers hold a bachelor degree or higher qualification.

Relatively small proportions of the workers in this industry are in the younger and mature age groups.

### Age Profile Information Media and Telecommunications (% of industry total)



Source: ABS, Labour Force

## MANUFACTURING

Employment	This industry	All industries
Employment Nov 2014	911,500	11,613,900
1 year change to Nov 2014	-2.3%	1.2%
5 year change to Nov 2014	-8.0%	7.0%
5 year projected change to Nov 2019	-2.9%	10.0%
<b>Employment Profile</b>		
Working part-time	17%	30%
Female	27%	46%
Aged 15 to 24 years	11%	15%
Aged 45 years or older	43%	39%
Regional	30%	32%
<b>Workforce Educational Profile</b>		
With a bachelor degree or higher qual	16%	29%
With a cert III or higher VET qual	36%	31%
Without a post-school qual	42%	34%
<b>Top 5 Occupations</b>		
Structural Steel and Welding Trades Workers	44,000	71,700
Metal Fitters and Machinists	35,600	123,800
Managers, Production	33,300	52,500
Packers	28,300	53,000
Factory Workers, Food and Drink	27,700	30,700

Over the five years to November 2014, employment in *Manufacturing* decreased by 79,200 (or 8.0%), the largest fall of any industry. Nonetheless, it is still a large employer of Australian workers, with around 8% of total employment, or more than 910,000 jobs.

*Manufacturing* is a large and diverse industry. While employment over the five years to November 2014 fell in 12 of the 15 sectors, there were employment gains in the Petroleum and Coal Product Manufacturing, Basic Chemical and Chemical Product Manufacturing, and Furniture and Other Manufacturing sectors.

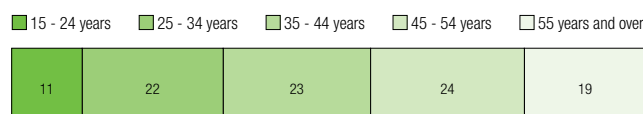
The long-term decline in *Manufacturing* is expected to continue, with employment projected to decrease by 26,200 (or 2.9%) over the five years to November 2019, driven, in part, by a projected fall of 23,800 (or 47.5%) in Motor Vehicle and Motor Vehicle Part Manufacturing.

Most *Manufacturing* workers are male (73%), and the vast majority of employment is full-time (83%).

*Technicians and Trades Workers* is the largest occupational group and vocational education and training is a key provider of skills to this industry. More than 19,000 young workers are employed as apprentices or trainees. A relatively high proportion of workers hold a certificate III or higher vocational education and training qualification, but few have a bachelor degree or higher qualification.

The workforce has a relatively old age profile, with 43% of workers aged 45 years or older (compared with 39% across all industries) and a low proportion aged 15 to 24 years (11% compared with the all industries average of 15%).

### Age Profile Manufacturing (% of industry total)



Source: ABS, Labour Force

## MINING

Employment	This industry	All industries
Employment Nov 2014	228,900	11,613,900
1 year change to Nov 2014	-15.8%	1.2%
5 year change to Nov 2014	37.3%	7.0%
5 year projected change to Nov 2019	-17.8%	10.0%
<b>Employment Profile</b>		
Working part-time	3%	30%
Female	14%	46%
Aged 15 to 24 years	8%	15%
Aged 45 years or older	32%	39%
Regional	55%	32%
<b>Workforce Educational Profile</b>		
With a bachelor degree or higher qual	20%	29%
With a cert III or higher VET qual	45%	31%
Without a post-school qual	30%	34%
<b>Top 5 Occupations</b>		
Drillers, Miners and Shot Firers	50,600	52,700
Metal Fitters and Machinists	24,900	123,800
Technicians, Other Building and Engineering	13,000	25,000
Drivers, Truck	12,300	189,300
Electricians	10,900	141,700

*Mining* is a small industry, with employment of 228,900 or 2% of the national total. The industry recorded the strongest growth of any industry over the five years to November 2014 (up by 37.3% or 62,200). Employment in *Mining* has peaked, though, and there have been some job losses in the past few years. Employment fell by 43,000 (or 15.8%) over 2014.

Employment is projected to fall further (down by 40,700 or 17.8%) over the five years to November 2019, with lower employment expected in all sectors. The largest number of job losses is projected for Exploration and Other Mining Support Services.

Western Australia (42%) and Queensland (29%) have high concentrations of *Mining* employment, and the industry is a significant employer in some regional areas. Around 125,900 workers (or 55% of the workforce) are employed in regional Australia.

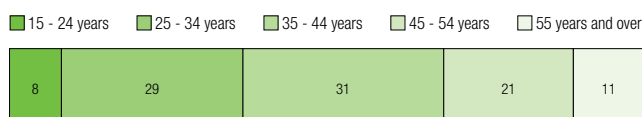
Most workers in *Mining* are male (86%), and almost everyone works full-time (97%). The workforce is relatively skilled, with the vocational education and training sector being a key provider of skills. About 45% of the workers hold a certificate III or higher vocational education and training qualification.

Employment is dominated by *Machinery Operators and Drivers* (33%) and *Technicians and Trades Workers* (28%), compared with the all industries averages (6% and 14%, respectively).

There are few jobs in this industry for young workers (just 8% of workers are aged 15 to 24 years).

### Age Profile

#### Mining (% of industry total)



Source: ABS, Labour Force

## OTHER SERVICES

Employment	This industry	All industries
Employment Nov 2014	476,000	11,613,900
1 year change to Nov 2014	0.4%	1.2%
5 year change to Nov 2014	7.6%	7.0%
5 year projected change to Nov 2019	7.6%	10.0%
<b>Employment Profile</b>		
Working part-time	30%	30%
Female	43%	46%
Aged 15 to 24 years	18%	15%
Aged 45 years or older	38%	39%
Regional	34%	32%
<b>Workforce Educational Profile</b>		
With a bachelor degree or higher qual	14%	29%
With a cert III or higher VET qual	49%	31%
Without a post-school qual	29%	34%
<b>Top 5 Occupations</b>		
Motor Mechanics	65,000	101,700
Hairdressers	63,100	63,400
Beauty Therapists	22,200	24,500
Metal Fitters and Machinists	21,500	123,800
Panelbeaters	16,200	16,600

*Other Services*, which has employment of 476,000 and accounts for 4% of the national total, is a diverse industry which includes personal care, funeral and religious services, machinery and automotive repair and maintenance activities. This diversity is highlighted by the range of the occupations employed (see the top 5 occupations listed above).

Employment rose by 33,600 (or 7.6%) over the five years to November 2014. New jobs were almost evenly split between the Personal and Other Services sectors (15,400) and Repair and Maintenance (up by 15,200).

Employment growth over the five years to November 2019 is expected to continue at the same rate as it has over the past five (up by 7.6% or 36,000).

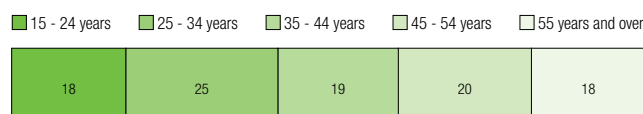
Around 57% of workers in this industry are male (slightly above the all industries average of 54%) and employment is generally full-time (70%).

A relatively high proportion of the workforce holds post-school qualifications, but few workers have a bachelor degree or higher qualification. *Technicians and Trades Workers* comprise almost half the workforce in this industry and, reflecting this, almost half its workers hold a certificate III or higher vocational education and training qualification.

Workers aged 15 to 24 years make up a slightly larger proportion of this industry's workforce than they do across all industries (18% compared with 15%). Almost 23,000 young workers are employed as apprentices or trainees.

### Age Profile

#### Other Services (% of industry total)



Source: ABS, Labour Force

## PROFESSIONAL, SCIENTIFIC AND TECHNICAL SERVICES

Employment	This industry	All industries
Employment Nov 2014	947,100	11,613,900
1 year change to Nov 2014	6.3%	1.2%
5 year change to Nov 2014	15.2%	7.0%
5 year projected change to Nov 2019	14.4%	10.0%
<b>Employment Profile</b>		
Working part-time	22%	30%
Female	43%	46%
Aged 15 to 24 years	9%	15%
Aged 45 years or older	36%	39%
Regional	18%	32%
<b>Workforce Educational Profile</b>		
With a bachelor degree or higher qual	59%	29%
With a cert III or higher VET qual	20%	31%
Without a post-school qual	17%	34%
<b>Top 5 Occupations</b>		
Accountants	92,500	193,000
Solicitors	46,400	56,900
Software and Applications Programmers	45,900	85,600
Graphic and Web Designers, and Illustrators	27,200	49,400
Management and Organisation Analysts	25,400	53,700

*Professional, Scientific and Technical Services* is Australia's fourth largest employing industry, with 947,100 workers or 8% of national employment. It includes a diverse range of activities, such as legal and accounting services, veterinary services and computer system design. Over the five years to November 2014, this industry experienced strong growth (up by 15.2% or 124,600).

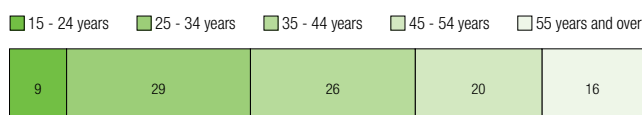
Strong growth is expected to continue over the five years to November 2019 (up by 14.4% or 136,600). Architectural, Engineering and Technical Services and Legal and Accounting Services combined are expected to add around 80,000 new jobs.

This industry has a highly skilled workforce. Four in five workers hold post-school qualifications, three of whom hold a bachelor degree or higher qualification. Consistent with this, more than half the jobs in this industry are for *Professionals*.

Young workers and older workers comprise relatively low proportions of this industry's workforce (9% of the workforce is aged 15 to 24 years and 36% of workers are 45 years or older).

Employment is concentrated in capital cities, but there are around 170,500 jobs in regional areas.

### Age Profile Professional, Scientific and Technical Services (% of industry total)



Source: ABS, Labour Force

## PUBLIC ADMINISTRATION AND SAFETY

Employment	This industry	All industries
Employment Nov 2014	726,600	11,613,900
1 year change to Nov 2014	-4.1%	1.2%
5 year change to Nov 2014	8.9%	7.0%
5 year projected change to Nov 2019	7.0%	10.0%
<b>Employment Profile</b>		
Working part-time	18%	30%
Female	49%	46%
Aged 15 to 24 years	6%	15%
Aged 45 years or older	47%	39%
Regional	30%	32%
<b>Workforce Educational Profile</b>		
With a bachelor degree or higher qual	39%	29%
With a cert III or higher VET qual	30%	31%
Without a post-school qual	24%	34%
<b>Top 5 Occupations</b>		
Police	53,500	53,500
Clerks, General	53,600	252,100
Security Officers and Guards	40,900	55,900
Contract, Programme and Project Administrators	32,500	125,000
Inspectors and Regulatory Officers	22,300	30,700

This industry includes government administration and services that maintain or enforce public order and regulations.

*Public Administration and Safety* employs 726,600 Australians or 6% of the national total. Over the five years to November 2014, employment rose strongly (up by 8.9% or 59,600), but there have been some job losses over the past year.

Employment is expected to rise, albeit at a relatively low rate (up by 7.0% or 51,000) over the five years to November 2019.

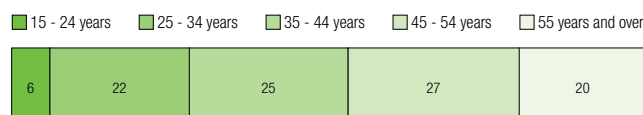
The ACT has a relatively high share of the jobs in this industry (66,100 or about 9% of the industry total) reflecting the location of most of the Australian Government's administration.

The workforce is highly skilled, with a relatively large proportion of workers holding post-school qualifications. Almost two in five hold a bachelor degree or higher qualification.

Reflecting the skill profile, a significant proportion of workers in this industry are *Professionals*, although the largest occupational group is *Clerical and Administrative Workers*.

This industry's workforce has a relatively old age profile. About 47% of the workers are aged 45 years or older (compared with 39% across all industries) and just 6% are aged 15 to 24 years (compared with 15%).

### Age Profile Public Administration and Safety (% of industry total)



Source: ABS, Labour Force

## RENTAL, HIRING AND REAL ESTATE SERVICES

Employment	This industry	All industries
Employment Nov 2014	220,900	11,613,900
1 year change to Nov 2014	13.1%	1.2%
5 year change to Nov 2014	23.1%	7.0%
5 year projected change to Nov 2019	12.6%	10.0%
<b>Employment Profile</b>		
Working part-time	24%	30%
Female	50%	46%
Aged 15 to 24 years	15%	15%
Aged 45 years or older	40%	39%
Regional	27%	32%
<b>Workforce Educational Profile</b>		
With a bachelor degree or higher qual	25%	29%
With a cert III or higher VET qual	33%	31%
Without a post-school qual	35%	34%
<b>Top 5 Occupations</b>		
Real Estate Sales Agents	75,600	87,100
Managers, Other Hospitality, Retail and Service	11,900	69,100
Land Economists and Valuers	8,400	12,400
Clerks, General	8,400	252,100
Receptionists	7,500	162,200

Rental, Hiring and Real Estate Services is a small employing industry with 220,900 workers or 2% of national employment.

Over the five years to November 2014, employment grew strongly (up by 23.1% or 41,500). The increase was driven by strong growth in Property Operators and Real Estate Services (up by 24.2%), and Rental and Hiring Services (except Real Estate) (17.1%).

Employment is expected to increase at an above average rate over the five years to November 2019 (up by 12.6% or 27,800), with the vast majority of new jobs expected to be created in Property Operators and Real Estate Services.

The industry's workforce has a slightly higher proportion of females than the national average, and workers are more likely to be employed full-time.

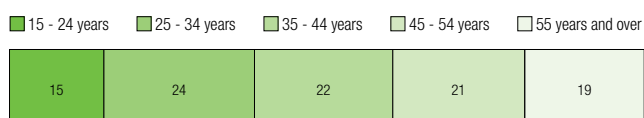
The proportion of workers who do not hold a post-school qualification is similar to the all industries average, but a lower proportion holds a bachelor degree or higher.

Sales Workers are key to Rental, Hiring and Real Estate Services, with about one in every three workers being a Real Estate Sales Agent, but Clerical and Administrative Workers are also important, accounting for more than one in every five jobs.

The industry's age profile is very similar to that for all industries.

### Age Profile

#### Rental, Hiring and Real Estate Services (% of industry total)



Source: ABS, Labour Force

## RETAIL TRADE

Employment	This industry	All industries
Employment Nov 2014	1,246,300	11,613,900
1 year change to Nov 2014	1.5%	1.2%
5 year change to Nov 2014	6.3%	7.0%
5 year projected change to Nov 2019	8.9%	10.0%
<b>Employment Profile</b>		
Working part-time	49%	30%
Female	56%	46%
Aged 15 to 24 years	33%	15%
Aged 45 years or older	29%	39%
Regional	34%	32%
<b>Workforce Educational Profile</b>		
With a bachelor degree or higher qual	13%	29%
With a cert III or higher VET qual	23%	31%
Without a post-school qual	58%	34%
<b>Top 5 Occupations</b>		
Sales Assistants, General	385,500	507,900
Managers, Retail	162,200	220,500
Checkout Operators and Office Cashiers	113,500	139,200
Shelf Fillers	56,200	50,000
Sales Assistants, Pharmacy	44,100	39,200

Retail Trade is Australia's second largest employing industry with more than 1.2 million workers, or around one in ten working Australians. It provides jobs in almost every location, with around 423,700 employed in regional Australia.

Although employment growth over the five years to November 2014 (6.3%) was lower than the all industries average, around 74,200 jobs were created in this industry. Large numbers of new jobs are in Food Retailing (up by 29,200 or 8.0%) and Other Store-Based Retailing (13,900 or 2.2%), which includes store based retailing which is not food, fuel or motor vehicle related. These increases were, however, partially offset by lower employment in Fuel Retailing (down by 4,100 or 13.1%).

Retail Trade employment growth is projected to strengthen, but remain slightly below the all industries average over the five years to November 2019 (up by 8.9% or 111,100).

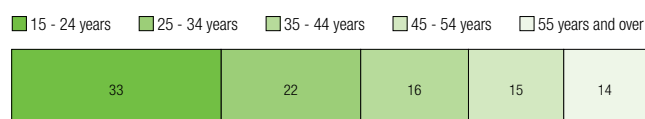
The workforce is predominantly female and almost half the workers are employed part-time. More than half the jobs in this industry are for Sales Workers.

One in three workers in the industry is aged 15 to 24 years, representing 411,300 jobs for young people.

More than half the industry's workers do not hold post-school qualifications, making Retail Trade a good entry point to the labour market. The high availability of part-time employment also makes it ideal for combining work and study.

### Age Profile

#### Retail Trade (% of industry total)



Source: ABS, Labour Force



## TRANSPORT, POSTAL AND WAREHOUSING

Employment	This industry	All industries
Employment Nov 2014	599,700	11,613,900
1 year change to Nov 2014	2.0%	1.2%
5 year change to Nov 2014	5.8%	7.0%
5 year projected change to Nov 2019	10.2%	10.0%
<b>Employment Profile</b>		
Working part-time	20%	30%
Female	23%	46%
Aged 15 to 24 years	9%	15%
Aged 45 years or older	48%	39%
Regional	30%	32%
<b>Workforce Educational Profile</b>		
With a bachelor degree or higher qual	13%	29%
With a cert III or higher VET qual	32%	31%
Without a post-school qual	48%	34%
<b>Top 5 Occupations</b>		
Drivers, Truck	101,500	189,300
Drivers, Automobile	40,600	45,900
Couriers and Postal Deliverers	37,400	47,900
Drivers, Bus and Coach	34,800	36,300
Storepersons	28,400	120,300

The industry is dominated by activities such as the transportation of passengers and freight by road, rail, water and air. Less than one in four workers in this industry is employed in postal and warehousing activities.

*Transport, Postal and Warehousing* employs 599,700 Australians and accounts for 5% of national employment, with around 179,900 jobs in regional areas. Over the five years to November 2014, employment increased by 32,700 or 5.8%.

Employment growth is expected to strengthen over the five years to November 2019, rising at a similar rate to the all industries average (up by 10.2% or 61,000).

This workforce has a relatively low skill profile. Around half the workers do not hold post-school qualifications and few have a bachelor degree or higher qualification compared with the national average.

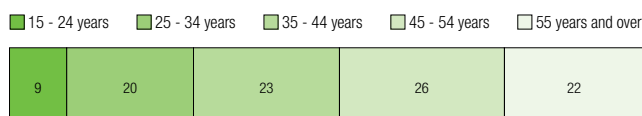
More than three quarters of the workers in this industry are male and about 80% of workers are employed full-time.

A large proportion of workers are *Machinery Operators and Drivers* (more than two in every five), which account for three of the top five occupations. The industry employs more than 100,000 truck drivers and large numbers of other drivers. There are also significant numbers of *Clerical and Administrative Workers*.

The workforce has an older age profile than the all industries average. Almost half its workers are aged 45 years or older and a relatively low proportion is aged 15 to 24 years.

### Age Profile

#### Transport, Postal and Warehousing (% of industry total)



Source: ABS, Labour Force

## WHOLESALE TRADE

Employment	This industry	All industries
Employment Nov 2014	394,000	11,613,900
1 year change to Nov 2014	0.3%	1.2%
5 year change to Nov 2014	-6.6%	7.0%
5 year projected change to Nov 2019	6.3%	10.0%
<b>Employment Profile</b>		
Working part-time	17%	30%
Female	33%	46%
Aged 15 to 24 years	8%	15%
Aged 45 years or older	45%	39%
Regional	25%	32%
<b>Workforce Educational Profile</b>		
With a bachelor degree or higher qual	21%	29%
With a cert III or higher VET qual	30%	31%
Without a post-school qual	42%	34%
<b>Top 5 Occupations</b>		
Sales Representatives	28,100	90,000
Storepersons	25,700	120,300
Managers, Advertising and Sales	23,400	140,900
Clerks, Purchasing and Supply Logistics	19,100	85,100
Importers, Exporters and Wholesalers	17,200	20,000

*Wholesale Trade* is a relatively small industry, with 394,000 workers or 3% of Australian employment. Over the five years to November 2014, employment fell by 27,900 (or 6.6%), although there were some small gains in the year to November 2014 (up by around 1,000 or 0.3%).

Employment is projected to increase by 6.3% (or 24,800) over the five years to November 2019, a lower growth rate than the all industries average of 10.0%.

The industry's employment is concentrated in metropolitan areas, with three in four workers located in capital cities.

Two thirds of workers are male and full-time employment is usual.

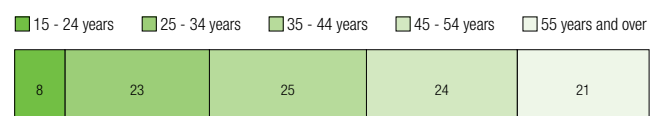
The workforce is relatively low skilled, two in five workers do not hold post-school qualifications. Although the proportion of workers in this industry who hold vocational education and training qualifications is similar to the all industries average, relatively few have a bachelor degree or higher qualification.

More than half the workers are *Clerical and Administrative Workers*, *Sales Workers* or *Machinery Operators and Drivers*.

It is interesting to note that, despite the concentration of employment in relatively low skilled occupations, *Wholesale Trade* has the third smallest proportion of workers aged 15 to 24 years of any industry. Workers aged 45 years or older, though, have a higher share of jobs in this industry than they do across all industries.

### Age Profile

#### Wholesale Trade (% of industry total)



Source: ABS, Labour Force

Sources: ABS, Labour Force (trend and 4 quarter averages); ABS, Education and Work; Department of Employment, Industry Employment Projections

# OCCUPATIONAL OVERVIEW

The previous pages examine the labour market by industry. It is also useful to look at the occupational dimension. An occupation involves the performance of a common set of tasks at a similar level of skill. There is a close relationship between some occupations and industries (such as Nurses, Registered in *Health Care and Social Assistance*) but some occupations have a wide spread of jobs across all industries (such as Clerks, General).

The largest occupational group in Australia is *Professionals* with almost one in four workers employed as a *Professional*. *Professionals* generally hold a post-school qualification, with occupations in this group usually requiring a bachelor degree or higher qualification.

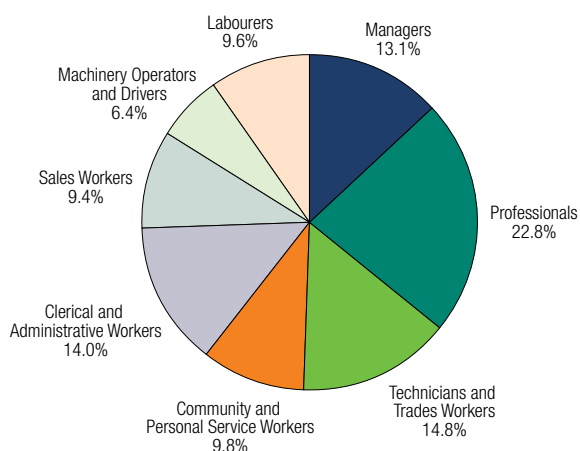
The next two largest occupational groups each account for more than 1.6 million workers (or more than 14% of national employment). They are

- *Technicians and Trades Workers*
- *Clerical and Administrative Workers*.

In terms of specific occupations, 25 of the approximately 350 occupations included in the *Occupation Matrix* (from page 36) employ more than 100,000 people. The five largest are

- Sales Assistants, General (507,900 employed)
- Clerks, General (252,100)
- Nurses, Registered (231,500)
- Managers, Retail (220,500)
- Accountants (193,000).

## Employment Share at November 2014, Occupational Group (% of total)



Source: ABS, Labour Force

## Employment by Occupational Group

Occupational Group	Employment			Employment Profile			Qualifications			Projected employment change 5 years to Nov 2019		
	Employ't Nov 2014	% of total workforce	5 year change to Nov 2014	Female	Aged 15 to 24 years	Aged 45 years or older	With a bachelor degree or higher qual	With a cert III or higher VET qual	Without a post-school qual	'000	%	
Managers	1,532.9	13	98.2	6.8	35	4	50	36	30	30	146.2	9.5
Professionals	2,657.4	23	311.6	13.3	53	6	39	74	15	8	376.3	14.2
Technicians and Trades Workers	1,724.9	15	162.4	10.4	14	18	34	8	59	25	159.8	9.3
Community and Personal Service Workers	1,147.3	10	141.9	14.1	69	25	34	17	43	33	205.5	17.9
Clerical and Administrative Workers	1,630.4	14	6.1	0.4	75	11	44	23	29	40	121.4	7.4
Sales Workers	1,100.5	9	88.3	8.7	62	40	27	12	20	62	110.4	10.0
Machinery Operators and Drivers	751.4	6	71.2	10.5	9	10	47	5	30	57	25.5	3.4
Labourers	1,121.4	10	-35.1	-3.0	35	24	39	6	23	63	21.3	1.9
<b>All Occupations</b>	<b>11,613.9</b>	<b>100</b>	<b>756.7</b>	<b>7.0</b>	<b>46</b>	<b>15</b>	<b>39</b>	<b>29</b>	<b>30</b>	<b>34</b>	<b>1,166.4</b>	<b>10.0</b>

Sources: ABS, Labour Force (trend and 4 quarter averages); ABS, Education and Work; Department of Employment, Occupational Employment Projections

## Which occupations have grown?

Over the five years to November 2014, the largest number of new jobs was for *Professionals* (311,600 or a rise of 13.3%). More than two in every five new jobs created in the Australian labour market were for a *Professional*.

In percentage terms, employment growth was strongest for *Community and Personal Service Workers* (up by 14.1% or 141,900). This reflects, in part, the strong growth in the *Health Care and Social Assistance* industry where almost two in every five of these workers are employed.

The four most highly skilled occupational groups (they generally require post-school qualifications) recorded the largest jobs growth. The relatively low skilled group of *Labourers* was the only occupational group to experience a fall in employment.

## Employment Change, 5 years to November 2014, Occupational Group ('000)



Source: ABS, Labour Force

The five specific occupations which recorded the largest numbers of new jobs over the five years to November 2014 were

- Clerks, General (up by 91,400)
- Carers, Aged and Disabled (32,700)
- Sales Assistants, General (29,300)
- Contract, Programme and Project Administrators (29,100)
- Carers, Child (25,600).

The *Occupation Matrix* on page 36 has detailed information for specific occupations.

## OCCUPATIONAL OUTLOOK

### Which occupational groups will have the most new jobs?

Over the five years to November 2019, there are expected to be new jobs created in every major occupational group.

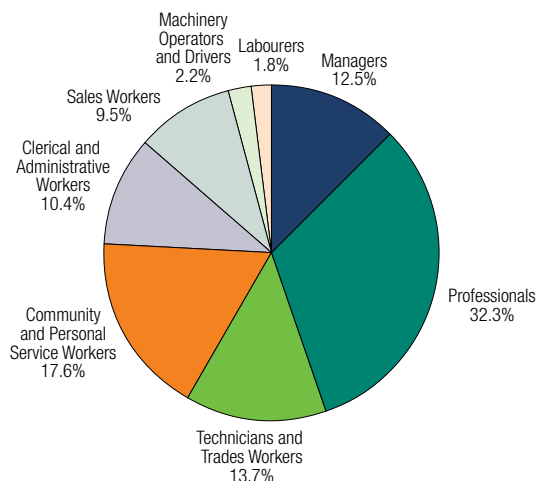
Consistent with the strong growth expected in the *Health Care and Social Assistance* industry, occupational employment growth is projected to be strongest for *Community and Personal Service Workers* and *Professionals* (up by 17.9% and 14.2%, respectively).

The *Professionals* group is expected to contribute the largest number of new jobs (376,300), followed by *Community and Personal Service Workers* (205,500). Together they will contribute half of all new jobs.

The skill level of the Australian workforce is rising. That is, a higher proportion of workers now have post-school qualifications than they did in the past, and this trend is continuing. Consistent with this, the occupational profile of the workforce is changing, with lower skilled occupational groups expected to offer relatively few new jobs over the next five years.

- *Machinery Operators and Drivers* and *Labourers*, combined, will contribute only around 4% of new jobs.

### Share of Projected Employment Growth by Occupational Group, five years to November 2019 (% of total growth)



Source: Department of Employment, Occupational Employment Projections

The ten occupations with the largest numbers of new jobs expected over the five years to November 2019 are

- Clerks, General (up by 75,600)
- Sales Assistants, General (58,300)
- Nurses, Registered (41,400)
- Carers, Aged and Disabled (26,100)
- Accountants (25,700)
- Carers, Child (22,800)
- Education Aides (20,900)
- Managers, Retail (20,800)
- Chefs (20,000)
- Carpenters and Joiners (18,700).

For more detailed employment projections see [lmip.gov.au](http://lmip.gov.au), including for where employment is increasing or decreasing by occupation.

## MANAGERS

Employment	This group	All occupations
Employment Nov 2014	1,532,900	11,613,900
1 year change to Nov 2014	3.2%	1.2%
5 year change to Nov 2014	6.8%	7.0%
5 year projected change to Nov 2019	9.5%	10.0%

Employment Profile		
Working part-time	13%	30%
Female	35%	46%
Aged 15 to 24 years	4%	15%
Aged 45 years or older	50%	39%
Regional	33%	32%

Workforce Educational Profile		
With a bachelor degree or higher qual	36%	29%
With a cert III or higher VET qual	30%	30%
Without a post-school qual	30%	34%

Top 5 Manager Occupations	
Managers, Retail	220,500
Managers, Advertising and Sales	140,900
Farmers, Livestock	89,300
Managers, Construction	80,700
Managers, Other Hospitality, Retail and Service	69,100

*Managers* plan, organise, control and coordinate the operations of government, commercial and other organisations and departments. Their employment is widely dispersed across industries, but the largest numbers are in *Retail Trade*.

*Managers* make up around 13% of Australia's workforce. Employment growth was similar to the all occupations average over the five years to November 2014 (up by 6.8% or 98,200).

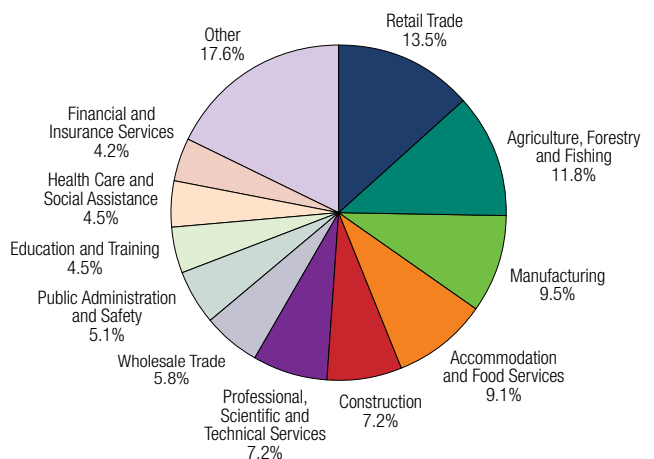
Employment is expected to increase at a rate similar to that for all occupations over the five years to November 2019, adding 146,200 jobs.

*Managers* have the lowest share of part-time employment of any occupational group (13%) and two thirds of *Managers* are male.

This is a skilled occupational group and most *Managers* have a certificate III or higher qualification. *Managers* who do not hold formal qualifications generally have many years of experience. In fact, experience is a prerequisite for most *Manager* jobs.

The need for significant workplace experience for most *Manager* jobs is reflected in the age profile. Half of all *Managers* are aged 45 years or older and just 4% are aged 15 to 24 years.

### Industry Profile, Managers (% of occupation total)



Source: ABS, Labour Force

Sources: ABS, Labour Force (trend and 4 quarter averages); ABS, Education and Work; Department of Employment, Occupational Employment Projections; ABS, Australian and New Zealand Standard Classification of Occupations

# PROFESSIONALS

Employment	This group	All occupations
Employment Nov 2014	2,657,400	11,613,900
1 year change to Nov 2014	4.2%	1.2%
5 year change to Nov 2014	13.3%	7.0%
5 year projected change to Nov 2019	14.2%	10.0%
Employment Profile		
Working part-time	25%	30%
Female	53%	46%
Aged 15 to 24 years	6%	15%
Aged 45 years or older	39%	39%
Regional	23%	32%
Workforce Educational Profile		
With a bachelor degree or higher qual	74%	29%
With a cert III or higher VET qual	15%	30%
Without a post-school qual	8%	34%
Top 5 Professional Occupations		
Nurses, Registered		231,500
Accountants		193,000
Teachers, Primary School		143,800
Teachers, Secondary School		118,100
Software and Applications Programmers		85,600

Professionals perform analytical, conceptual and creative tasks in the fields of the arts, media, business, design, engineering, the physical and life sciences, transport, education, health, information and communication technology, law, social sciences and social welfare.

More Australians are employed as a Professional than any other group. More than half these workers are female, although there is significant variation by subgroup.

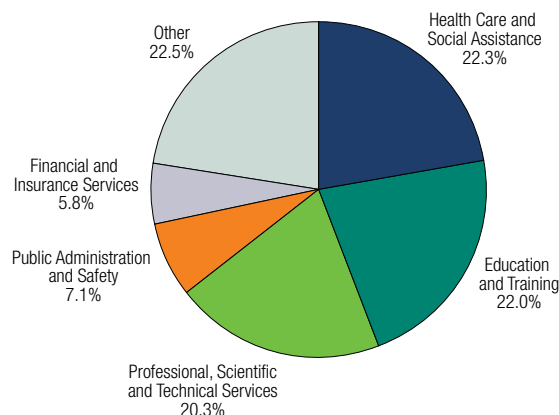
Employment growth has been very strong for Professionals. Over the five years to November 2014, employment increased by 13.3% or 311,600. This group is expected to dominate future employment growth, providing more new jobs than any other over the five years to November 2019 (up by 376,300 or 14.2%).

Most Professional jobs require a bachelor degree or higher qualification, so university study is the main pathway. Consistent with this, only a small proportion of Professionals (8%) do not have post-school qualifications. Around three in every four Professionals hold a bachelor degree or higher qualification.

While jobs growth for Professionals is strong, there is also strong growth in bachelor degree completions (up by 17% or 18,100 over the five years to 2013). In the five years to 2013, 583,500 domestic students completed a bachelor degree.

Employment is quite concentrated in a small number of industries (although Professionals are employed in every industry). Almost two thirds of Professionals are employed in just three industries: Health Care and Social Assistance, Education and Training and Professional, Scientific and Technical Services.

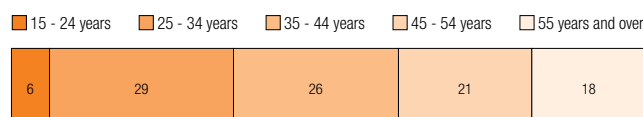
## Industry Profile, Professionals (% of occupation total)



Source: ABS, Labour Force

Reflecting the number of years of post-school education usually required to become a Professional, very few workers are aged between 15 and 24. The proportion of Professionals aged 45 years or older is consistent with the all occupations average.

## Age Profile, Professionals (% of occupation total)



Source: ABS, Labour Force

## Employment by Occupational Subgroup, Professionals

Occupational Subgroup	Employment			Employment Profile			Projected employ't change 5 years to Nov 2019	
	Employ't Nov 2014	5 year change to Nov 2014	5 year change to Nov 2014	Female	Aged 15 to 24 years	Aged 45 years or older	'000	%
	'000	%	'000	%	%	%	'000	%
Arts and Media Professionals	104.0	10.9	10.2	48	9	36	6.6	6.4
Business, Finance and Human Resource Professionals	395.8	9.8	35.3	48	6	33	56.9	14.4
Information Professionals	137.6	11.6	14.3	48	3	43	30.3	22.0
Sales, Marketing and Public Relations Professionals	119.4	6.7	7.5	51	7	26	21.4	17.9
Transport and Design Professionals, and Architects	139.8	11.8	14.7	37	9	31	19.5	14.0
Engineers	139.7	20.3	23.6	8	7	38	9.6	6.9
Science Professionals and Veterinarians	117.3	25.2	23.6	45	5	33	8.4	7.2
Education Professionals	516.3	10.8	50.4	71	7	47	50.8	9.8
Health Diagnostic and Therapy Professionals	163.4	28.4	36.2	61	9	35	33.7	20.6
Medical Practitioners and Nurses	352.4	11.7	37.0	77	6	47	63.3	18.0
ICT Professionals	229.3	4.3	9.4	17	3	31	36.8	16.1
Legal, Social and Welfare Professionals	213.6	17.6	32.0	63	4	44	38.9	18.2
<b>All Professionals</b>	<b>2,657.4</b>	<b>13.3</b>	<b>311.6</b>	<b>53</b>	<b>6</b>	<b>39</b>	<b>376.3</b>	<b>14.2</b>

Sources: ABS, Labour Force (trend and 4 quarter averages); ABS, Education and Work; Department of Employment, Occupational Employment Projections; Department of Education and Training, Higher Education Student Data Collection; ABS, Australian and New Zealand Standard Classification of Occupations



# TECHNICIANS AND TRADES WORKERS

Employment	This group	All occupations
Employment Nov 2014	1,724,900	11,613,900
1 year change to Nov 2014	2.8%	1.2%
5 year change to Nov 2014	10.4%	7.0%
5 year projected change to Nov 2019	9.3%	10.0%
Employment Profile		
Working part-time	14%	30%
Female	14%	46%
Aged 15 to 24 years	18%	15%
Aged 45 years or older	34%	39%
Regional	37%	32%
Workforce Educational Profile		
With a bachelor degree or higher qual	8%	29%
With a cert III or higher VET qual	59%	30%
Without a post-school qual	25%	34%
Top 5 Technicians and Trades Worker Occupations		
Electricians		141,700
Carpenters and Joiners		128,000
Metal Fitters and Machinists		123,800
Motor Mechanics		101,700
Chefs		89,600

More than 1.7 million Australians (around 15% of total employment) work as *Technicians and Trades Workers*. They perform a variety of skilled tasks, applying broad or in-depth technical, trade or industry specific knowledge in construction, manufacturing, scientific, engineering and other activities.

Employment growth for *Technicians and Trades Workers* has been above average over the last five years (10.4% compared with the national average of 7.0%), with gains in each of the subgroups.

Further employment increases are expected over the five years to November 2019 (rises are projected for each subgroup), with the growth rate projected to be similar to that for all occupational groups. Above average growth is expected for Food Trades, Skilled Animal and Horticultural Workers, and Construction Trades, with the largest number of new jobs likely to be for Construction Trades (47,800).

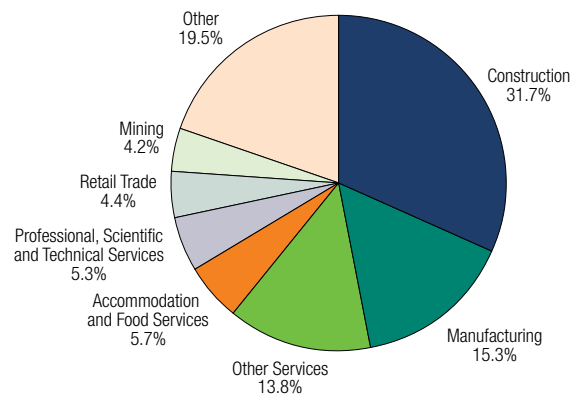
Particularly large employing occupations in this group include Electricians, Carpenters and Joiners, Metal Fitters and Machinists, and Motor Mechanics (each with more than 100,000 workers).

This workforce is male dominated and most jobs are full-time. Some occupations, though, such as Veterinary Nurses,

Gallery, Library and Museum Technicians, Florists and Hairdressers, have high levels of female employment (all with more than 85% female employment).

The *Construction* industry is a major source of demand for these workers, employing almost one third. *Manufacturing* and *Other Services* also employ large numbers of *Technicians and Trades Workers*.

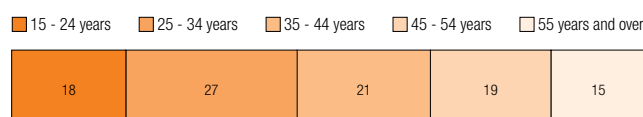
## Industry Profile, Technicians and Trades Workers (% of occupation total)



Source: ABS, Labour Force

The age profile for *Technicians and Trades Workers* is slightly younger than the all occupations average. Around 18% of workers are aged 15 to 24 years (compared with 15%). Many younger workers in this group are employed as they train, with around 134,000 being apprentices or trainees. Around 34% of workers are aged 45 years or older (compared with 39% across all occupations).

## Age Profile, Technicians and Trades Workers (% of occupation total)



Source: ABS, Labour Force

## Employment by Occupational Subgroup, Technicians and Trades Workers

Occupational Subgroup	Employment			Employment Profile			Projected employ't change 5 years to Nov 2019	
	Employ't Nov 2014 '000	5 year change to Nov 2014 '000	%	Female %	Aged 15 to 24 years %	Aged 45 years or older %	'000	%
Engineering, ICT and Science Technicians, Inspectors	225.7	9.5	4.4	25	9	37	22.0	9.8
Automotive and Engineering Trades Workers	379.9	36.2	10.5	1	18	36	16.8	4.4
Construction Trades Workers	365.9	24.1	7.1	1	22	31	47.8	13.1
Electrotechnology and Telecommunications Trades Workers	236.6	23.8	11.2	2	21	31	19.8	8.4
Food Trades Workers	174.5	28.9	19.9	30	18	28	28.8	16.5
Skilled Animal and Horticultural Workers	130.7	26.0	24.9	26	18	37	18.7	14.3
Hairdressers, Printing, Clothing and Wood Trades Workers	138.2	5.2	3.9	46	20	36	1.6	1.1
Jewellers, Arts and Other Trades Workers	54.5	1.0	1.9	33	10	39	4.4	8.0
<b>All Technicians and Trades Workers</b>	<b>1,724.9</b>	<b>162.4</b>	<b>10.4</b>	<b>14</b>	<b>18</b>	<b>34</b>	<b>159.8</b>	<b>9.3</b>

Sources: ABS, Labour Force (trend and 4 quarter averages); ABS, Education and Work; Department of Employment, Occupational Employment Projections; NCVER, Apprentices and Trainees; ABS, Australian and New Zealand Standard Classification of Occupations



# COMMUNITY AND PERSONAL SERVICE WORKERS

Employment	This group	All occupations
Employment Nov 2014	1,147,300	11,613,900
1 year change to Nov 2014	0.8%	1.2%
5 year change to Nov 2014	14.1%	7.0%
5 year projected change to Nov 2019	17.9%	10.0%
Employment Profile		
Working part-time	53%	30%
Female	69%	46%
Aged 15 to 24 years	25%	15%
Aged 45 years or older	34%	39%
Regional	34%	32%
Workforce Educational Profile		
With a bachelor degree or higher qual	17%	29%
With a cert III or higher VET qual	43%	30%
Without a post-school qual	33%	34%
Top 5 Community and Personal Service Worker Occupations		
Carers, Aged and Disabled		141,000
Carers, Child		130,200
Waiters		121,300
Care Workers, Nursing Support and Personal		89,800
Bar Attendants and Baristas		82,000

Community and Personal Service Workers provide a wide range of services, in the areas of aged and disability care, health and social welfare, childcare, hospitality, policing, tourism and sports.

More than 1.1 million Australians (or one in ten workers) are Community and Personal Service Workers. This group is very diverse, and includes Carers, Nurses (Enrolled), Waiters and Bar Attendants, Security Guards, Police, Fitness Instructors, Sportspersons and Beauty Therapists.

Community and Personal Service Workers recorded the strongest growth rate of any occupational group over the five years to November 2014 (up by 14.1%, twice the national rate). It contributed 141,900 new jobs (ranking third behind the more highly skilled Professionals and Technicians and Trades Workers groups in the number of new jobs). Reflecting strong demand and the ageing population, the largest numbers of new jobs were for Carers and Aides (up by almost 69,800 or 18.0%).

Over the five years to November 2019, employment of Community and Personal Service Workers is expected to continue to increase strongly (up by 17.9% or 205,500).

This occupational group is female dominated (more than two in every three workers are female) and more than half the workforce is employed part-time.

Male full-time employment, though, is common for Protective, Defence, Emergency Service Workers.

## Employment by Occupational Subgroup, Community and Personal Service Workers

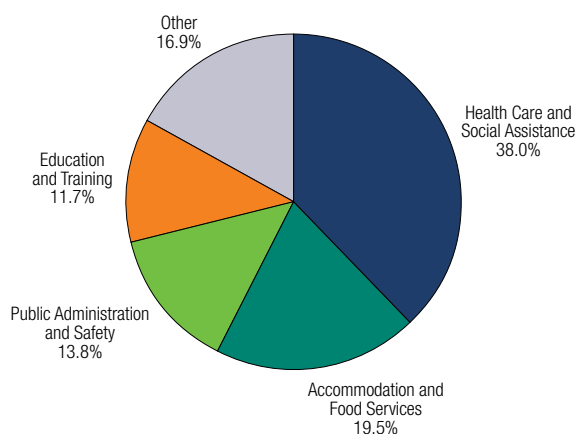
Occupational Subgroup	Employment			Employment Profile				
	Employ't Nov 2014	5 year change to Nov 2014	%	Female	Aged 15 to 24 years	Aged 45 years or older	Projected employ't change 5 years to Nov 2019	%
	'000	'000	%	%	%	%	'000	%
Health and Welfare Support Workers	110.0	12.0	12.3	72	7	47	18.3	16.6
Carers and Aides	456.7	69.8	18.0	87	16	42	87.6	19.2
Hospitality Workers	251.6	11.8	4.9	70	53	14	33.1	13.1
Protective, Defence, Emergency Service Workers	142.4	17.5	14.0	19	7	39	21.8	15.3
Sports, Travel and Personal Service Workers	183.8	34.7	23.2	62	33	26	44.7	24.3
<b>All Community and Personal Service Workers</b>	<b>1,147.3</b>	<b>141.9</b>	<b>14.1</b>	<b>69</b>	<b>25</b>	<b>34</b>	<b>205.5</b>	<b>17.9</b>

Sources: ABS, Labour Force (trend and 4 quarter averages); ABS, Education and Work; Department of Employment, Occupational Employment Projections; ABS, Australian and New Zealand Standard Classification of Occupations

Employment is concentrated in a small number of industries. More than one in three Community and Personal Service Workers is employed in the Health Care and Social Assistance industry, and Accommodation and Food Services is also a major employer (almost one in five workers).

A high proportion of workers hold a certificate III or higher VET qualification (43% compared with 30% across all occupations). Relatively few Community and Personal Service Workers hold a bachelor degree or higher qualification.

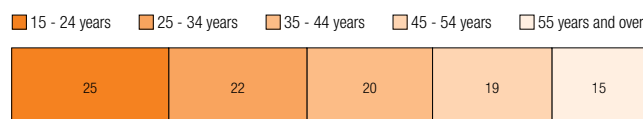
## Industry Profile, Community and Personal Service Workers (% of occupation total)



Source: ABS, Labour Force

One in every four Community and Personal Service Workers is aged 15 to 24 years. These younger workers, though, are mainly employed in the Hospitality and Sports, Travel and Personal Service Worker subgroups, with workers in the Health and Welfare Support and Protective, Defence, Emergency Service positions generally being in the older age groups.

## Age Profile, Community and Personal Service Workers (% of occupation total)



Source: ABS, Labour Force

## CLERICAL AND ADMINISTRATIVE WORKERS

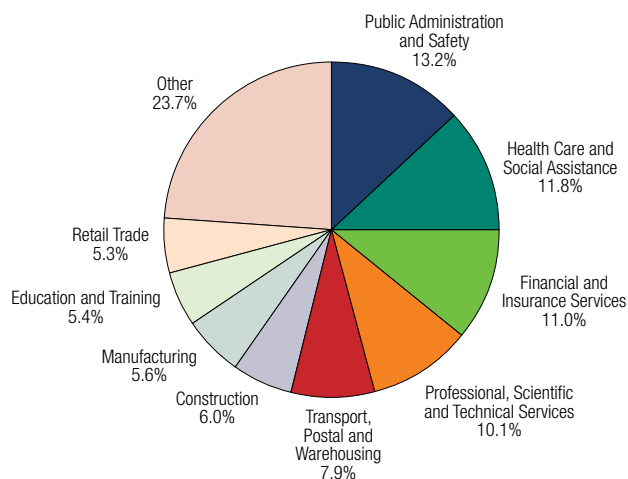
Employment	This group	All occupations
Employment Nov 2014	1,630,400	11,613,900
1 year change to Nov 2014	-1.3%	1.2%
5 year change to Nov 2014	0.4%	7.0%
5 year projected change to Nov 2019	7.4%	10.0%
<b>Employment Profile</b>		
Working part-time	35%	30%
Female	75%	46%
Aged 15 to 24 years	11%	15%
Aged 45 years or older	44%	39%
Regional	27%	32%
<b>Workforce Educational Profile</b>		
With a bachelor degree or higher qual	23%	29%
With a cert III or higher VET qual	29%	30%
Without a post-school qual	40%	34%
<b>Top 5 Clerical and Administrative Worker Occupations</b>		
Clerks, General		252,100
Receptionists		162,200
Contract, Programme and Project Administrators		125,000
Managers, Office		124,900
Clerks, Accounting		121,700

Clerical and Administrative Workers provide support to businesses by organising, storing, manipulating and retrieving information. Few workers hold post-school qualifications, and those who do are more likely to have vocational education and training qualifications than a bachelor degree or higher. Employment is widely dispersed across industries.

This is the third largest of the eight occupational groups, with around 14% of total employment. There was little change in the number of people employed in this industry over the five years to November 2014, but 121,400 new jobs are projected over the five years to November 2019.

Three in every four Clerical and Administrative Workers are female (the highest proportion of any group). The workforce is older than the all occupations average (44% of workers are aged 45 years or older and a relatively small proportion of workers are aged 15 to 24 years).

### Industry Profile, Clerical and Administrative Workers (% of occupation total)



Source: ABS, Labour Force

## SALES WORKERS

Employment	This group	All occupations
Employment Nov 2014	1,100,500	11,613,900
1 year change to Nov 2014	1.7%	1.2%
5 year change to Nov 2014	8.7%	7.0%
5 year projected change to Nov 2019	10.0%	10.0%
<b>Employment Profile</b>		
Working part-time	57%	30%
Female	62%	46%
Aged 15 to 24 years	40%	15%
Aged 45 years or older	27%	39%
Regional	33%	32%
<b>Workforce Educational Profile</b>		
With a bachelor degree or higher qual	12%	29%
With a cert III or higher VET qual	20%	30%
Without a post-school qual	62%	34%
<b>Top 5 Sales Worker Occupations</b>		
Sales Assistants, General		507,900
Checkout Operators and Office Cashiers		139,200
Sales Representatives		90,000
Real Estate Sales Agents		87,100
Retail Supervisors		46,300

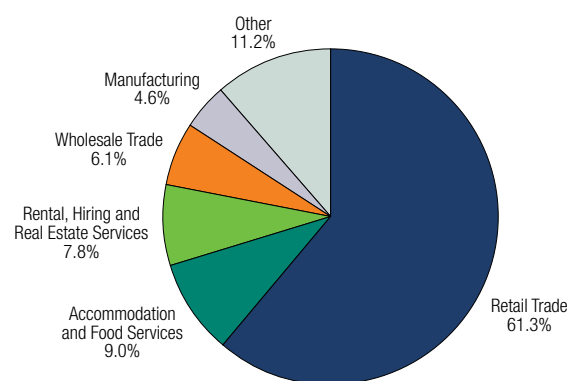
Sales Workers sell goods, services and property, and provide sales support in areas such as operating cash registers and displaying and demonstrating goods.

This group recorded strong employment growth over the five years to November 2014 (up by 8.7% or 88,300), and 110,400 new jobs are expected to be created for Sales Workers over the next five.

Few jobs in this group require post-school qualifications (62% of current Sales Workers have not completed post-school study). More than half the workers are employed part-time and 40% are aged 15 to 24 years. Sales Workers jobs are the first employment for many people as they present good entry-level opportunities, and the availability of part-time hours and seven day trading for many Retail Trade businesses allow workers to combine employment with study.

Employment is concentrated in the Retail Trade industry (61.3%) but there are more than 420,000 jobs in other industries. For example, some tourist attractions have their own shops which employ Sales Workers.

### Industry Profile, Sales Workers (% of occupation total)



Source: ABS, Labour Force

Sources: ABS, Labour Force (trend and 4 quarter averages); ABS, Education and Work; Department of Employment, Occupational Employment Projections; ABS, Australian and New Zealand Standard Classification of Occupations

## MACHINERY OPERATORS AND DRIVERS

Employment	This group	All occupations
Employment Nov 2014	751,400	11,613,900
1 year change to Nov 2014	-1.6%	1.2%
5 year change to Nov 2014	10.5%	7.0%
5 year projected change to Nov 2019	3.4%	10.0%
<b>Employment Profile</b>		
Working part-time	15%	30%
Female	9%	46%
Aged 15 to 24 years	10%	15%
Aged 45 years or older	47%	39%
Regional	41%	32%
<b>Workforce Educational Profile</b>		
With a bachelor degree or higher qual	5%	29%
With a cert III or higher VET qual	30%	30%
Without a post-school qual	57%	34%
<b>Top 5 Machinery Operator and Driver Occupations</b>		
Drivers, Truck		189,300
Storepersons		120,300
Drivers, Forklift		61,600
Drillers, Miners and Shot Firers		52,700
Drivers, Automobile		45,900

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

This is the smallest employing occupational group, with 751,400 workers, or 6% of national employment. Employment rose strongly over the five years to November 2014 (up by 10.5% or 71,200). Almost all the new jobs were for Drivers and Storepersons.

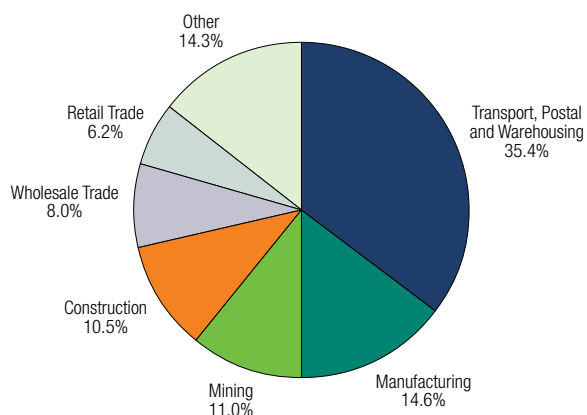
Over the next five years, employment is expected to rise slightly (up by 3.4% or 25,500).

Post-school qualifications are not generally required for *Machinery Operators and Drivers* jobs, but tickets or licences are mandatory for many positions.

*Transport, Postal and Warehousing* and *Manufacturing* are the main employing industries.

The workforce is male dominated and the vast majority of workers are employed full-time. A high proportion of workers are aged 45 years or older (47%) and relatively few are 15 to 24 years (10%).

### Industry Profile, Machinery Operators and Drivers (% of occupation total)



Source: ABS, Labour Force

## LABOURERS

Employment	This group	All occupations
Employment Nov 2014	1,121,400	11,613,900
1 year change to Nov 2014	0.1%	1.2%
5 year change to Nov 2014	-3.0%	7.0%
5 year projected change to Nov 2019	1.9%	10.0%
<b>Employment Profile</b>		
Working part-time	46%	30%
Female	35%	46%
Aged 15 to 24 years	24%	15%
Aged 45 years or older	39%	39%
Regional	42%	32%
<b>Workforce Educational Profile</b>		
With a bachelor degree or higher qual	6%	29%
With a cert III or higher VET qual	23%	30%
Without a post-school qual	63%	34%
<b>Top 5 Labourer Occupations</b>		
Cleaners, Commercial		147,200
Kitchenhands		128,000
Labourers, Other Miscellaneous		62,900
Labourers, Building and Plumbing		54,700
Packers		53,000

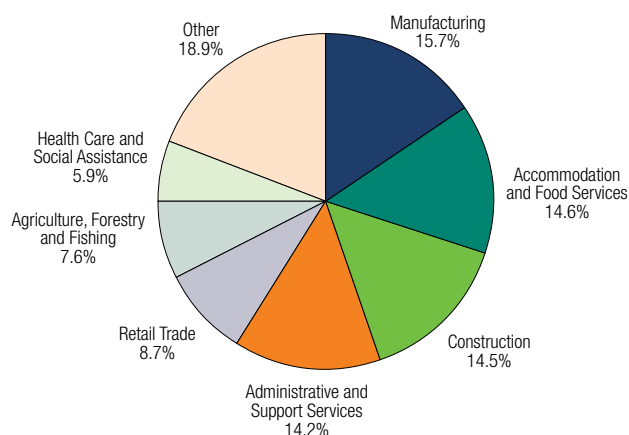
*Labourers* perform routine tasks using hand and power tools, and machines, often assisting more skilled workers such as *Technicians and Trades Workers*.

One in ten Australian workers (more than one million) is a *Labourer*. This lower skilled occupational group experienced a loss of jobs (down by 35,100 or 3.0%) over the five years to November 2014. Although there are expected to be some new *Labourers* jobs created over the next five years, employment growth will be low (up by 1.9% or 21,300).

*Labourers* do not generally require post-school qualifications, but more than 250,000 *Labourers* hold a certificate III or higher vocational education or training qualification. Almost one in every four *Labourers* is aged 15 to 24 years. Close to half the *Labourers* positions are part-time which may present opportunities to combine valuable work experience with study.

*Labourers* work in a variety of industries, but the largest numbers are in *Manufacturing, Accommodation and Food Services* and *Construction*.

### Industry Profile, Labourers (% of occupation total)



Source: ABS, Labour Force

Sources: ABS, Labour Force (trend and 4 quarter averages); ABS, Education and Work; Department of Employment, Occupational Employment Projections; ABS, Australian and New Zealand Standard Classification of Occupations

## EDUCATION AND EMPLOYMENT

### Post-school education or training is worthwhile

People who hold higher level qualifications generally have better labour market outcomes and higher earnings than those who have not studied after leaving school. The chart below highlights the almost direct relationship between higher levels of qualification and better employment outcomes.

Workers who hold a *bachelor degree or higher* have

- the lowest unemployment rate (3.3% in 2014)
- the highest labour force participation rate (86.1%).

Those who hold vocational education qualifications at the *advanced diploma/diploma or certificate III or IV* level also have

- relatively low unemployment (5.2% and 5.0% respectively)
- high participation rates (83.6% and 85.7% respectively).

For Australians who *do not hold post-school qualifications*

- unemployment rates are markedly higher
- participation rates are relatively low, especially for those who did not study beyond Year 10 (56.3%, the lowest rate).

Those who hold a *certificate I or II* level qualification have

- a relatively high participation rate (73.3%) but
- the highest level of unemployment (13.2%).

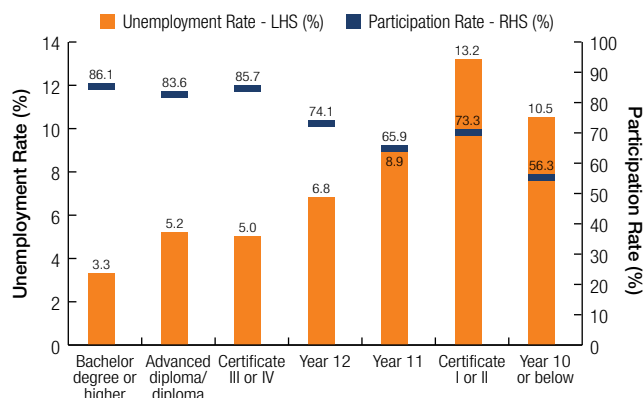
High level qualifications are not immediately attainable for some people, but there are pathways to these qualifications. Findings from the Longitudinal Survey of Australian Youth (LSAY) suggest that for students who would not otherwise be able to enrol in further education or training, completing a certificate I or II qualification can be a successful pathway to a higher qualification.

Higher qualifications often lead to increased real wages.

The *Occupation Matrix* (from page 36) indicates that higher skilled jobs generally have better pay. Some lower skilled occupations, though, also have relatively high pay, sometimes to compensate for unsociable working hours or difficult working conditions.

For young people the impact of workplace experience and qualifications is especially apparent. LSAY reports that the average full-time weekly wage of 15 year olds (who are predominantly employed as *Sales Workers* and *Labourers*) is around \$330. However, by age 24 when qualifications have generally increased and employment opportunities are more varied, the average full-time weekly wage is around \$900.

### Labour Market Outcomes by Highest Level of Educational Attainment, Working Age Population (aged 15 to 64 years)



Source: ABS, Education and Work

## GRADUATE EMPLOYMENT OUTCOMES

### University graduates in the labour market

While higher level qualifications ultimately improve employment prospects, employment outcomes for students immediately after graduation have weakened in recent years. Graduate Careers Australia's (GCA) data show that 68.1% of bachelor degree and 80.4% of masters degree graduates who were available for full-time work had found full-time employment within four months of completing their studies in 2013 (the lowest level since the series began).

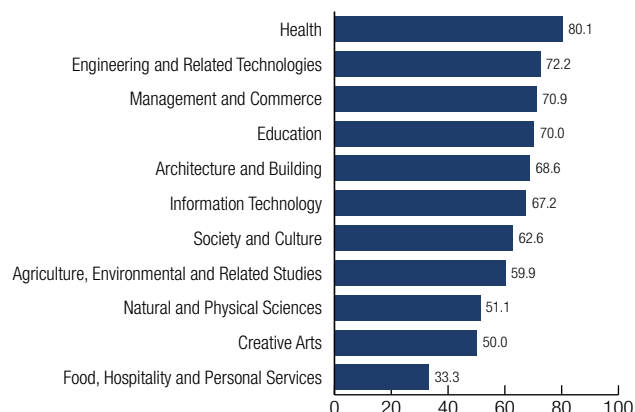
### Employed Full-time Four Months after Graduation

Year	Bachelor degree graduates	Masters degree graduates
2014	68.1%	80.4%
2013	71.3%	81.2%
2012	76.1%	83.4%
2011	76.3%	83.6%
2010	76.2%	84.6%

Source: GCA, Graduate Destinations

Bachelor degree graduates in Health, and Engineering and Related Technologies generally have the best employment outcomes.

### Employment Outcomes by Selected Field of Education, Bachelor Degree Graduates (% employed full-time)



Source: GCA, Graduate Destinations

Specific disciplines with the strongest employment outcomes for bachelor degree graduates at the time of the 2014 survey were

- medicine and pharmacy (97.5% and 94.1% respectively, but these figures are influenced by registration year requirements, for which the health sector provides places)
- surveying (83.9%)
- mining engineering (82.8%)
- veterinary science (80.7%)
- nursing – initial (80.5%).

Some disciplines, though, have relatively weak employment outcomes, such as

- visual/performing arts (44.7%)
- life sciences (48.0%).

These figures relate to graduates in full-time employment in any occupation, not necessarily in occupations related to those in which they trained.

## GRADUATE EMPLOYMENT OUTCOMES

### Employment outcomes for vocational education and training graduates

Outcomes in the vocational education and training (VET) system are strong, although the proportion of apprentices and trainees finding employment has dropped slightly in recent years, consistent with the subdued labour market conditions.

National Centre for Vocational Education Research (NCVER) figures for 2014 show that 77.6% of VET graduates were employed (full-time or part-time) six months after completing their training.

For apprentices and trainees, employment outcomes are very strong, with 85.5% employed six months after graduation. Apprentices and trainees in a *Technician and Trade Workers* occupation (for example, Electrician, Bricklayer or Panelbeater) have even stronger outcomes, with 91.4% employed.

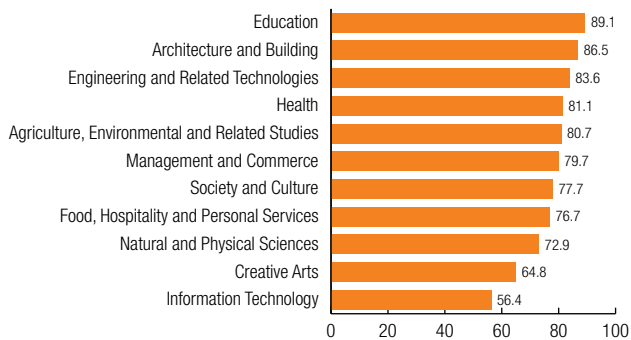
### Employed Six Months after Graduation

	All VET graduates	Apprentice and Trainee graduates
2014	77.6%	85.5%
2013	78.2%	85.4%
2012	77.8%	85.7%
2011	78.7%	86.7%
2010	77.5%	86.3%

Source: NCVER, Student Outcomes

Vocational education or training graduates in Education; Architecture and Building; Engineering and Related Technologies; and Health have the strongest employment outcomes.

### Employment Outcomes by Field of Education VET Graduates (% employed)



Source: NCVER, Student Outcomes

### The level of qualification makes a difference

Employment outcomes vary depending on the level of qualification. VET graduates with a diploma or higher are the most likely to find employment. Employment outcomes are relatively low for those with a certificate I, but many students who gain a certificate I go on to further study, using this as a pathway to a higher qualification.

### Employed Six Months after Graduation by Qualification

	All VET graduates	Apprentice and Trainee graduates
Diploma or higher	84.2%	85.5%
Certificate IV	82.3%	82.9%
Certificate III	79.3%	86.6%
Certificate II	60.4%	63.8%
Certificate I	55.1%	50.0%

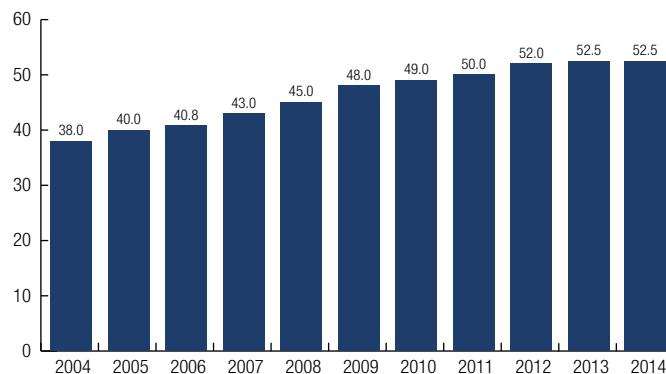
Source: NCVER, Student Outcomes

## GRADUATE SALARIES

### How much do higher education graduates earn?

In 2014, the median annual starting salary for bachelor degree graduates aged younger than 25 years and in their first full-time job was \$52,500 (or 74.0% of the annual average male earnings).

### Median Starting Salaries, Bachelor Degree Graduates (under 25 years) (\$'000)



Source: GCA, Graduate Salaries

The highest starting salaries were for

- Dentistry (\$75,000)
- Optometry (\$70,000)
- Engineering (\$62,000)
- Earth Sciences (\$60,000)
- Mathematics (\$60,000)
- Medicine (\$60,000).

### What about vocational education and training graduates?

The average annual salary for VET graduates in 2014 working full-time after training was \$57,400 (includes graduates of all ages).

The average annual income after training for VET graduates aged 20 to 24 years was \$46,000, but for those aged 45 to 64 years, the average was considerably higher, \$65,500.

Just as employment outcomes vary depending on the level of qualification attained, there is a difference in graduate salaries by VET qualification level for those in full-time employment six months after completion of their training.

- Diploma or higher vocational qualification (\$63,500)
- Certificate IV (\$62,600)
- Certificate III (\$52,200)
- Certificate II (\$47,900)
- Certificate I (\$51,600).

The highest average salaries for VET graduates in 2014 were for

- Education (\$75,300)
- Engineering and Related Technologies (\$61,400)
- Natural and Physical Sciences (\$60,500)
- Information Technology (\$58,500)
- Health (\$58,400).

Sources: NCVER, Student Outcomes; GCA, GradStats and Graduate Salaries; NCVER, LSAY Papers 2546



## GRADUATE OUTCOMES (SELECTED FIELDS)

Labour market conditions can change quickly, and it is hard to know what graduates will face in terms of demand in the future, but good candidates are always highly sought after by employers. It is best to look for training and employment in an occupation in which you are interested and have an aptitude, rather than to try to pick ‘winners’ in terms of opportunities and pay.

People who hold post-school qualifications generally have better employment outcomes than those who have not studied after leaving school, but the labour market is complex and many factors need to be considered in any decisions about employment and training. For some courses, there is a close match between the field of study and occupation of employment, other courses are more general and can lead to employment in a range of occupations.

The following case studies outline the labour market outcomes for graduates in selected fields.

### Dentistry *(bachelor degree graduates)*

<b>Starting salary 2014</b>	<b>\$75,000</b>
Starting salary 2013	\$80,000
<b>% in full-time employment 2014</b>	<b>79.6%</b>
% in full-time employment 2013	83.3%

#### Most common destinations of employed graduates

Dental Practitioners	93%
Dental Hygienists, Technicians and Therapists	5%

### Law *(bachelor degree graduates)*

<b>Starting salary 2014</b>	<b>\$53,000</b>
Starting salary 2013	\$55,000
<b>% in full-time employment 2014</b>	<b>75.3%</b>
% in full-time employment 2013	78.5%

#### Most common destinations of employed graduates

Clerical and Administrative Workers	34%
Solicitors	23%
Other Judicial and Legal Professionals	8%

### Carpenters and Joiners *(all VET graduates)*

Starting salary	\$48,600
% in full-time employment	88.1%
% in part-time employment	5.8%

#### Most common destinations of employed graduates

Carpenters and Joiners	76%
------------------------	-----

### Carers, Child *(all VET graduates)*

Starting salary	\$39,200
% in full-time employment	28.9%
% in part-time employment	47.0%

#### Most common destinations of employed graduates

Carers, Child	59%
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## OCCUPATION PROFILES (SELECTED CASE STUDIES)

There are many things to consider when thinking about which occupation might be best for you. The *Occupation Matrix* (from page 36) and the case studies below give examples of how diverse occupational labour markets can be.

You may also want to know about a range of other factors, such as whether particular occupations require you to work outdoors, are physically demanding or do shift work, as lifestyle factors may influence your choice. These issues are not included in this publication, but careers advisers and employment services organisations may be able to assist and *Job Guide 2015* is a useful resource.

The following sites may help: [employment.gov.au/jobactive](http://employment.gov.au/jobactive); [cdaa.org.au](http://cdaa.org.au); [education.gov.au/job-guide](http://education.gov.au/job-guide).

### Carers, Aged and Disabled

*(part of Community and Personal Service Workers)*

- This is a large occupation with 141,000 workers. Employment rose strongly over the five years to November 2014 (up by 30.2%), with 32,700 new jobs.
- Employment is expected to increase strongly over the next five years (up by 18.5% or 26,100) as the Australian population ages.
- This workforce has a relatively old age profile (54% are aged 45 years or older). In addition to the new jobs created, there are likely to be many vacancies as people retire over the next decade or so.
- Employers generally seek applicants who hold relevant qualifications at the certificate III or higher level. Around 70% of current workers have this level of qualification.

### ICT Professionals *(part of Professionals)*

- There are 229,300 ICT professionals employed in various ICT specialisations across Australia.
- ICT professionals are relatively young (the median age is 38 years compared with 40 across all occupations).
- Over the five years to November 2014, there were 9,400 new jobs (up by 4.3%), with stronger growth expected over the next five years (up by 16.1% or 36,800).
- Employment is across a broad range of industries, and employers require a diverse range of skills and experience.
- Entry generally requires a bachelor degree, but employers also value certifications in software packages and relevant experience. They can be very specific in their requirements.

### Waiters *(part of Community and Personal Service Workers)*

- This is a large employing occupation (121,300) with opportunities in almost every location.
- Waiters are generally young (the median age is 22 years), and most work part-time (75%), with hours sometimes being unsociable. Some people combine work as a waiter with study.
- Turnover is high and, as a result, there are likely to be large numbers of job openings. However, there are often large numbers of applicants for advertised vacancies.
- Employers prefer workers who have waiting experience (even if they have formal training), have relevant licences (such as a RSA) and exceptional customer service skills. The need for previous experience can make it difficult to enter this occupation.

*Sources: GCA, Gradstats and Graduate Destinations; NCVET, Student Outcomes; ABS, Labour Force (trend and four quarter average); ABS, Labour Mobility; Department of Employment, Skill Shortage Research; ABS, Education and Work*

# GUIDE TO THE OCCUPATION MATRIX

## How do I use the Matrix?

Information in the *Occupation Matrix* is as up-to-date as possible, but the labour market can change quickly and conditions vary by location and sector. These data can be highly variable, and should be used with caution.

The Matrix gives information about the labour market aspects of occupations, which is useful background. More detailed information for each occupation is available on the Job Outlook website ([joboutlook.gov.au](http://joboutlook.gov.au)).

Employment and training decisions should be based on a balanced assessment of all relevant issues, including aptitude, interests, expectations about pay and working conditions, training requirements and goals.

Titles in the Matrix are arranged in alphabetical order and some are duplicated to make them easier to find. Similar occupations may also be clustered together with their titles reversed, for example Secondary School Teacher is listed under Teacher, Secondary School.

The relevant occupation major group is listed in brackets after each title. These refer to the groups on pages 25 to 31.

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 2014. It includes both full-time and part-time workers.

Employment Change shows the change in the number employed as well as the percentage change in employment over the five years to November 2014. Employment change refers to levels of employment increasing or decreasing.

*Data Source: ABS, Labour Force*

## Unemployment

The Unemployment Rate is the number of unemployed persons as a percentage of the labour force (employed plus unemployed). Unemployment is presented in three categories: below average, average and above average. These categories are based on the occupation's average Unemployment Rate over 2014 relative to the average across 'all occupations'.

An occupation may have high unemployment but also be experiencing shortages for particular skills. Occupational Unemployment Rates do not reflect underutilised skills (such as an Accountant working as a Clerk, Accounting), and does not include first job seekers or those who have not worked in the past two years.

*Data Source: ABS, Labour Force*

## Employment Profile – Part-time Employment Share

This column shows the proportion of workers 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*

## Employment Profile – Female

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

*Data Source: ABS, Labour Force*

## Employment Profile – 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, Labour Force*

## Employment Profile – Median Earnings

Median weekly earnings uses five categories.

Key	Median Weekly Earnings
\$	≤ \$920
\$\$	\$921 to \$1,050
\$\$\$	\$1,051 to \$1,300
\$\$\$\$	\$1,301 to \$1,700
\$\$\$\$\$	> \$1,700

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 Source: ABS, Employee Earnings, Benefits and Trade Union Membership*

## Job Openings

This column presents an estimate of the number of job opportunities likely to be available over the five years to November 2019 using five categories.

Key	Job Openings, 5 years to Nov 2019
1	≤ 5,000
2	5,001 to 10,000
3	10,001 to 25,000
4	25,001 to 50,000
5	> 50,000

Job Openings count both the number of new jobs expected to be created over the five years and the number of vacancies likely due to job turnover (workers leaving their occupation group for other employment or leaving the workforce).

These estimates do not provide any guidance about the number of job seekers in each occupation. Although there may be a large number of job openings, there may be an even larger numbers of job seekers. Occupations with small numbers of job openings may offer better prospects for suitably skilled applicants.

*Data Source: Calculated from Department of Employment, Occupational Employment Projections and ABS, Labour Mobility*

# OCCUPATION MATRIX

OCCUPATION	Employ't Nov 2014	Employ't 5 year change to Nov 2014		Unemploy't 2014	Working Part-time	Female	Median Age	Median Earnings	Future Job Openings
	'000	'000	%		%	%		Key on page 35	
<b>A</b>									
Accountants (P)	193.0	23.0	13.5	average	15	50	38	\$\$\$\$	■■■■■
Actors, Dancers and Other Entertainers (P)	9.8	3.6	58.1	above average	74	47	36	-	■
Actuaries, Mathematicians and Statisticians (P)	5.1	-2.0	-27.9	below average	15	50	44	\$\$\$\$	■
Advertising and Marketing Professionals (P)	58.6	6.4	12.2	average	19	61	34	\$\$\$	■■■■■
Agricultural Technicians (TT)	2.6	-0.1	-3.1	average	0	51	43	\$	■
Agricultural, Forestry and Horticultural Operators (MO)	13.0	1.0	8.2	average	16	14	40	\$	■■
Air Transport Professionals (P)	12.4	2.9	30.2	average	21	6	39	\$\$\$\$	■■
Airconditioning and Refrigeration Mechanics (TT)	21.3	-1.1	-4.9	average	6	1	35	\$\$\$	■■■
Aircraft Maintenance Engineers (TT)	12.7	-2.8	-18.1	below average	3	1	44	-	■
Ambulance Officers and Paramedics (CP)	11.3	2.2	24.2	below average	9	32	41	\$	■
Anaesthetists (P)	3.5	1.2	50.3	below average	11	23	48	-	■
Animal Attendants and Trainers (TT)	12.0	0.2	1.9	above average	44	69	36	\$	■■
Aquaculture Workers (L)	1.7	1.0	-	above average	27	23	31	-	■
Architects and Landscape Architects (P)	29.3	8.5	41.0	below average	18	26	39	\$\$\$\$	■■■
Architectural, Building and Surveying Technicians (TT)	56.3	1.6	3.0	average	11	11	41	\$\$\$\$	■■■■
Archivists, Curators and Records Managers (P)	8.1	0.8	11.2	above average	25	70	42	\$\$\$\$	■■
Auctioneers, and Stock and Station Agents (SW)	3.5	0.2	6.5	below average	10	12	44	\$\$\$	■
Auditors and Company Secretaries (P)	18.8	1.5	8.4	below average	11	50	38	\$\$\$\$	■■
Authors, and Book and Script Editors (P)	11.0	3.2	41.3	average	52	67	45	\$\$\$	■■
Automotive Electricians (TT)	9.8	2.3	30.1	below average	6	3	40	\$\$\$	■
<b>B</b>									
Bakers and Pastrycooks (TT)	30.9	5.9	23.5	above average	23	29	32	\$	■■■
Bank Workers (CA)	52.5	-4.2	-7.4	average	30	71	38	\$	■■■
Bar Attendants and Baristas (CP)	82.0	2.1	2.7	above average	64	58	25	\$	■■■■■
Barristers (P)	11.1	4.1	58.8	below average	16	34	47	\$\$\$\$	■
Beauty Therapists (CP)	24.5	1.4	6.1	average	51	99	33	\$	■■■
Binders, Finishers and Screen Printers (TT)	3.7	-0.8	-18.0	above average	27	21	40	\$	■
Boat Builders and Shipwrights (TT)	4.2	0.5	13.0	average	18	0	40	\$\$\$	■
Bookkeepers (CA)	111.3	-4.5	-3.9	below average	68	93	47	\$	■■■■■
Bricklayers and Stonemasons (TT)	28.8	1.9	7.2	below average	6	0	40	\$	■■■
Butchers and Smallgoods Makers (TT)	18.6	-0.5	-2.7	above average	11	7	32	\$	■■■
<b>C</b>									
Cabinetmakers (TT)	28.6	5.2	22.1	below average	9	3	38	\$	■■
Cafe Workers (CP)	24.1	-0.7	-2.9	above average	75	82	28	\$	■■■■■
Call or Contact Centre Workers (CA)	27.9	-9.7	-25.8	above average	28	61	32	\$	■■■
Canvas and Leather Goods Makers (TT)	3.1	0.1	2.6	below average	18	21	52	-	■
Car Detailers (L)	11.1	-4.1	-27.2	above average	31	13	32	\$	■■
Care Workers, Nursing Support and Personal (CP)	89.8	8.0	9.8	below average	59	77	43	\$	■■■■■
Care Workers, Special (CP)	3.1	0.3	12.2	below average	36	62	33	\$\$\$	■
Carers, Aged and Disabled (CP)	141.0	32.7	30.2	average	60	81	47	\$	■■■■■
Carers, Child (CP)	130.2	25.6	24.4	above average	49	95	31	\$	■■■■■
Caretakers (L)	6.0	-1.0	-13.8	below average	46	18	57	\$	■
Carpenters and Joiners (TT)	128.0	15.1	13.3	average	8	0	33	\$\$\$	■■■■■
Checkout Operators and Office Cashiers (SW)	139.2	13.2	10.5	above average	83	73	21	\$	■■■■■
Chefs (TT)	89.6	24.6	37.9	above average	19	26	34	\$	■■■■■
Chemists, and Food and Wine Scientists (P)	9.7	-1.6	-14.2	average	16	39	35	\$\$\$\$	■■
Chiropractors and Osteopaths (P)	4.6	-3.1	-40.5	below average	40	42	36	-	■
Cleaners, Commercial (L)	147.2	-16.4	-10.0	above average	65	60	46	\$	■■■■■
Cleaners, Domestic (L)	29.5	7.2	32.5	above average	80	85	45	\$	■■■
Cleaners, Other (L)	13.2	1.0	7.9	average	39	14	46	\$	■■
Clerical and Office Support Workers, Other (CA)	5.1	-5.0	-49.3	above average	28	45	41	\$\$\$	■
Clerks, Accounting (CA)	121.7	-11.5	-8.6	average	34	81	42	\$	■■■■
Clerks, Betting (CA)	3.9	0.8	24.3	above average	77	71	64	-	■
Clerks, Court and Legal (CA)	12.5	0.1	1.1	below average	32	64	37	\$\$\$	■■

OCCUPATION	Employ't	Employ't		Unemploy't	Working	Female	Median	Median	Future
	Nov 2014	5 year change	5 year change						
	'000	'000	%	2014	%	%	Age	Key on page 35	Openings
Clerks, Filing and Registry (CA)	16.8	-0.8	-4.6	above average	46	76	38	\$\$	■■
Clerks, General (CA)	252.1	91.4	56.9	average	41	85	42	\$\$	■■■■■
Clerks, Human Resource (CA)	7.8	-2.7	-25.4	above average	5	75	33	\$\$\$	■
Clerks, Inquiry (CA)	79.9	4.1	5.5	average	31	70	37	\$\$	■■■■■
Clerks, Insurance, Money Market and Statistical (CA)	29.3	3.9	15.3	average	19	59	38	\$\$	■■■
Clerks, Payroll (CA)	33.6	-0.1	-0.3	average	31	85	40	\$\$	■■■
Clerks, Purchasing and Supply Logistics (CA)	85.1	1.1	1.3	average	15	43	41	\$\$	■■■■■
Clerks, Transport and Despatch (CA)	34.4	2.9	9.3	average	10	33	41	\$\$\$	■■■
Clothing Trades Workers (TT)	7.4	-2.5	-25.2	above average	54	84	49	\$	■
Commissioned Officers, Management (M)	2.0	0.0	-0.9	above average	6	2	50	-	■
Complementary Health Therapists (P)	2.8	-6.8	-70.6	below average	56	71	48	-	■
Computer Network Professionals (P)	24.3	-7.4	-23.2	average	5	9	38	\$\$\$\$	■■
Concreters (L)	33.6	-0.2	-0.7	above average	13	0	34	\$\$\$	■■■■■
Conference and Event Organisers (M)	26.3	5.9	28.7	above average	28	71	34	\$\$\$	■■■
Contract, Programme and Project Administrators (CA)	125.0	29.1	30.3	average	17	58	42	\$\$\$\$	■■■■■
Cooks (TT)	35.8	-2.3	-6.0	above average	46	55	35	\$	■■■■■
Counsellors (P)	19.2	-6.0	-23.7	below average	34	75	47	\$\$\$	■■
Couriers and Postal Deliverers (CA)	47.9	-1.2	-2.3	average	23	16	47	\$\$	■■■
Crane, Hoist and Lift Operators (MO)	15.4	3.4	27.9	below average	1	3	47	\$\$\$\$	■■
Credit and Loans Officers (CA)	28.8	-0.8	-2.5	below average	13	59	38	\$\$\$	■■■
<b>D</b>									
Dancers, Actors and Other Entertainers (P)	9.8	3.6	58.1	above average	74	47	36	-	■
Debt Collectors (CA)	8.4	-5.9	-41.2	below average	25	68	35	\$\$\$	■
Deck and Fishing Hands (L)	8.5	1.2	16.8	above average	27	5	52	\$\$\$	■■
Dental Assistants (CP)	22.0	3.1	16.5	below average	44	98	29	\$	■■■
Dental Hygienists, Technicians and Therapists (CP)	8.7	5.1	145.4	below average	44	63	41	\$\$\$\$	■
Dental Practitioners (P)	10.4	-0.6	-5.6	below average	31	30	41	-	■
Dietitians (P)	6.4	1.3	25.4	below average	45	96	33	\$\$\$\$	■
Directors, Artistic, and Media Producers and Presenters (P)	12.2	1.5	13.7	average	14	46	40	\$\$\$\$	■■
Directors, Film, Television, Radio and Stage (P)	7.9	-4.3	-35.1	average	13	29	36	\$\$\$	■
Diversional Therapists (CP)	6.1	1.2	23.8	below average	55	95	58	\$\$	■
Drillers, Miners and Shot Firers (MO)	52.7	12.7	31.8	average	1	2	38	\$\$\$\$\$	■■
Drivers, Automobile (MO)	45.9	6.3	15.9	average	33	5	48	\$	■■■■■
Drivers, Bus and Coach (MO)	36.3	5.3	17.0	below average	37	14	56	\$\$\$	■■■
Drivers, Delivery (MO)	45.7	9.7	27.1	above average	37	8	42	\$\$	■■■■■
Drivers, Forklift (MO)	61.6	3.3	5.7	above average	10	3	39	\$\$	■■■■■
Drivers, Train and Tram (MO)	7.6	-2.7	-26.4	below average	4	7	49	\$\$\$\$	■
Drivers, Truck (MO)	189.3	23.6	14.3	above average	8	3	45	\$\$\$	■■■■■
Driving Instructors (CP)	5.0	0.1	1.8	average	50	16	48	\$	■
<b>E</b>									
Economists (P)	5.9	1.7	39.1	below average	10	32	43	\$\$\$\$\$	■
Economists, Land and Valuers (P)	12.4	2.9	30.9	below average	18	30	41	\$\$\$\$\$	■■■
Education Advisers and Reviewers (P)	11.4	1.2	11.5	above average	38	66	50	\$\$\$\$\$	■■■
Education Aides (CP)	71.7	4.0	6.0	average	81	92	46	\$	■■■■■
Electrical Distribution Trades Workers (TT)	10.8	1.7	18.8	below average	3	1	35	\$\$\$\$	■
Electricians (TT)	141.7	18.0	14.5	average	5	1	33	\$\$\$\$	■■■■■
Electronics Trades Workers (TT)	31.0	-3.7	-10.7	average	15	5	38	\$\$	■■■
Engineering and Building Technicians, Other (TT)	25.0	5.8	30.4	average	4	9	42	\$\$\$\$\$	■■■
Engineering Draftspersons and Technicians, Civil (TT)	11.9	1.3	12.0	below average	10	15	35	\$\$\$\$\$	■■
Engineering Draftspersons and Technicians, Electrical (TT)	9.5	-1.3	-12.2	average	7	12	38	\$\$\$\$	■
Engineering Draftspersons and Technicians, Electronic (TT)	2.2	-3.2	-59.6	above average	18	12	50	\$\$\$	■
Engineering Draftspersons and Technicians, Mechanical (TT)	5.7	0.2	2.7	average	3	7	44	\$\$\$\$	■
Engineering Production Systems Workers (MO)	17.1	-7.0	-29.2	average	4	3	41	\$\$\$	■
Engineers, Chemical and Materials (P)	5.9	0.4	7.8	average	2	12	35	\$\$\$\$	■
Engineers, Civil (P)	41.7	4.1	10.9	average	6	10	36	\$\$\$\$\$	■■■
Engineers, Electrical (P)	19.9	1.4	7.4	average	4	4	41	\$\$\$\$\$	■■
Engineers, Electronics (P)	7.7	1.4	22.1	above average	17	9	48	\$\$\$\$	■
Engineers, ICT Support and Test (P)	10.5	3.2	43.2	above average	7	39	33	\$\$\$\$	■

OCCUPATION	Employ't Nov 2014	Employ't 5 year change to Nov 2014		Unemploy't 2014	Working Part-time	Female	Median Age	Median Earnings	Future Job Openings
	'000	'000	%		%	%		Key on page 35	
Engineers, Industrial, Mechanical and Production (P)	30.6	6.3	26.2	above average	7	7	42	\$\$\$\$	■■■
Engineers, Mining (P)	13.2	5.0	60.5	above average	7	8	37	\$\$\$\$	■
Engineers, Other (P)	7.4	0.6	9.6	below average	12	10	37	\$\$\$\$	■
Engineers, Telecommunications (P)	10.4	-0.1	-0.6	average	9	17	42	\$\$\$\$	■
Environmental and Occupational Health Professionals (P)	30.0	7.1	31.1	average	15	38	45	\$\$\$\$	■■■
Event and Conference Organisers (M)	26.3	5.9	28.7	above average	28	71	34	\$\$\$	■■■
<b>F</b>									
Factory Process Workers, Other (L)	10.3	-0.5	-4.3	above average	28	16	43	\$	■
Factory Workers, Food and Drink (L)	30.7	1.6	5.6	above average	22	27	42	\$	■■■
Factory Workers, Plastics and Rubber (L)	6.0	2.0	51.2	above average	6	24	34	\$	■
Farm Workers, Crop (L)	20.1	-3.7	-15.5	above average	33	35	39	\$	■■■
Farm Workers, Livestock (L)	39.7	3.2	8.9	above average	44	39	30	\$	■■■
Farm Workers, Mixed Crop and Livestock (L)	7.1	3.0	71.8	below average	34	23	31	-	■■
Farm, Forestry and Garden Workers, Other (L)	11.1	3.1	38.4	below average	17	7	44	\$	■■■
Farmers, Aquaculture (M)	2.5	1.6	-	below average	3	7	35	-	■
Farmers, Crop (M)	38.1	-11.3	-22.9	below average	22	23	50	\$\$\$	■■
Farmers, Livestock (M)	89.3	-3.1	-3.4	below average	26	30	57	\$	■■■
Farmers, Mixed Crop and Livestock (M)	27.3	-12.5	-31.4	below average	16	24	56	\$	■
Fashion, Industrial and Jewellery Designers (P)	9.5	-2.7	-21.9	average	27	60	35	\$\$\$	■■
Fast Food Cooks (L)	35.4	0.8	2.2	above average	83	35	18	\$	■■■
Fencers (L)	8.5	-3.4	-28.6	average	20	4	40	\$	■■
Financial Brokers (P)	26.4	2.3	9.4	below average	8	37	42	\$\$\$	■■■
Financial Dealers (P)	24.6	0.4	1.8	average	11	22	38	\$\$\$\$	■■■
Financial Investment Advisers and Managers (P)	49.1	11.2	29.6	average	16	28	42	\$\$\$\$	■■■
Fire and Emergency Workers (CP)	18.5	4.9	35.7	below average	9	3	44	\$\$\$\$	■■■
Fitness Instructors (CP)	27.6	2.2	8.6	below average	68	56	32	\$	■■■
Floor Finishers (TT)	8.9	-3.0	-24.9	above average	19	0	35	\$	■
Florists (TT)	5.6	0.3	5.8	above average	35	92	35	-	■
Food Trades Assistants (L)	6.5	1.4	26.8	above average	58	60	32	\$	■■
Forestry and Logging Workers (L)	1.4	-2.0	-60.2	above average	21	14	41	-	■
Freight and Furniture Handlers (L)	16.2	3.3	25.3	above average	24	10	31	\$\$\$	■■■
Funeral Workers (CP)	4.3	0.0	-0.1	above average	17	57	56	\$\$\$	■
<b>G</b>									
Gallery, Library and Museum Technicians (TT)	9.8	4.5	84.3	below average	58	95	49	\$\$\$	■■
Gaming Workers (CP)	4.6	-3.5	-43.1	below average	31	61	37	\$	■■
Gardeners (TT)	79.3	25.0	46.2	average	28	9	38	\$	■■■■
Geologists and Geophysicists (P)	14.3	6.9	94.0	average	12	11	43	\$\$\$\$	■■
Glaziers (TT)	7.6	-4.0	-34.6	average	9	1	41	\$\$\$	■
Graphic and Web Designers, and Illustrators (P)	49.4	10.3	26.5	average	24	52	34	\$	■■■
Graphic Pre-Press Trades Workers (TT)	4.2	1.2	37.8	above average	43	22	49	\$	■
Greenkeepers (TT)	19.6	7.2	58.4	average	29	6	46	\$	■■■
Guides, Gallery, Museum and Tour (CP)	7.6	0.9	13.5	average	52	28	42	\$	■
Guides, Outdoor Adventure (CP)	3.1	2.2	-	above average	42	57	32	-	■
<b>H</b>									
Hairdressers (TT)	63.4	9.1	16.8	average	45	85	30	\$	■■■
Handypersons (L)	36.4	-4.9	-11.8	average	39	3	52	\$	■■■
Health Diagnostic and Promotion Professionals, Other (P)	5.4	0.5	11.0	above average	21	65	45	\$\$\$\$	■
Hotel and Motel Managers (M)	18.7	-1.7	-8.4	above average	13	49	46	\$	■■■
Hotel Service Managers (CP)	7.7	-0.9	-10.0	above average	23	65	36	\$	■■
Housekeepers (L)	28.0	5.9	26.7	average	67	88	44	\$	■■■
Human Resource Professionals (P)	56.1	1.6	2.9	above average	19	70	36	\$\$\$	■■■
<b>I</b>									
ICT Business and Systems Analysts (P)	25.9	1.8	7.3	average	9	26	41	\$\$\$\$	■■■
ICT Sales Professionals (P)	16.0	2.4	17.7	average	8	23	39	\$\$\$\$	■■■
ICT Security, Database and Systems Administrators (P)	43.1	11.9	38.3	below average	9	17	40	\$\$\$\$	■■■
ICT Support and Test Engineers (P)	10.5	3.2	43.2	above average	7	39	33	\$\$\$\$	■
ICT Support Technicians (TT)	54.5	10.6	24.0	average	14	25	35	\$\$\$	■■■
ICT Trainers (P)	3.0	-1.6	-34.3	above average	24	50	44	-	■



OCCUPATION	Employ't	Employ't		Unemploy't	Working	Female	Median	Median	Future
	Nov 2014	5 year change	5 year change						
	'000	'000	%	2014	%	%	Age	Key on page 35	Openings
Importers, Exporters and Wholesalers (M)	20.0	-1.3	-6.1	below average	18	27	49	\$\$\$	■■■
Indigenous Health Workers (CP)	1.8	0.0	-	above average	19	64	41	-	■
Industrial Spraypainters (MO)	4.3	-2.2	-33.6	below average	7	3	34	-	■
Information and Organisation Professionals, Other (P)	22.2	5.0	29.1	below average	18	53	37	\$\$\$	■■■
Inspectors and Regulatory Officers (CA)	30.7	-0.5	-1.6	average	15	46	43	\$\$\$	■■■
Insulation and Home Improvement Installers (L)	15.6	-4.6	-22.9	above average	14	3	38	\$	■■■
Insurance Agents (SW)	13.1	3.2	32.1	below average	16	47	36	\$\$\$	■■
Insurance Investigators and Loss Adjusters (CA)	3.8	-3.1	-45.1	below average	8	37	41	\$\$\$	■
Intelligence and Policy Analysts (P)	19.4	-1.5	-7.0	below average	17	58	40	\$\$\$\$	■■■
Interior Designers (P)	10.8	3.0	39.3	below average	30	82	39	\$\$\$	■■
Internal Medicine Specialists (P)	8.1	3.4	72.0	below average	15	42	43	-	■
<b>J</b>									
Jewellers (TT)	5.1	0.5	10.0	below average	28	50	41	-	■
Journalists and Other Writers (P)	24.4	0.0	-0.1	average	28	47	36	\$\$\$\$	■■■
<b>K</b>									
Keyboard Operators (CA)	43.0	-28.0	-39.4	above average	44	86	40	\$	■■■
Kitchenhands (L)	128.0	10.4	8.8	above average	80	57	24	\$	■■■■
<b>L</b>									
Labourers, Building and Plumbing (L)	54.7	5.8	11.8	above average	15	2	33	\$\$\$	■■■■
Labourers, Garden and Nursery (L)	32.0	-2.7	-7.9	above average	40	12	43	\$	■■■■
Labourers, Other Construction and Mining (L)	4.3	-4.1	-48.6	above average	6	7	34	\$\$\$\$	■
Labourers, Paving and Surfacing (L)	5.0	-2.5	-33.4	above average	4	3	42	\$\$\$	■
Laundry Workers (L)	14.6	-0.6	-4.2	above average	54	77	49	\$	■■
Leather and Canvas Goods Makers (TT)	3.1	0.1	2.6	below average	18	21	52	-	■
Legal Executives and Conveyancers (CA)	14.3	5.2	57.6	above average	33	91	37	\$\$\$	■■
Librarians (P)	12.0	-1.4	-10.1	below average	32	81	51	\$\$\$\$	■■
Library Assistants (CA)	6.9	-6.9	-49.8	average	82	81	44	\$	■
<b>M</b>									
Machine Operators, Clay, Concrete, Glass and Stone (MO)	0.1	-4.5	-97.2	above average	15	3	43	-	■
Machine Operators, Other (MO)	7.9	0.9	13.0	above average	34	51	40	\$\$\$	■■
Machine Operators, Paper and Wood Processing (MO)	4.3	0.5	14.2	above average	5	12	47	\$	■
Machine Operators, Plastics and Rubber Production (MO)	9.5	1.9	25.7	average	4	15	41	\$	■■
Machine Operators, Textile and Footwear Production (MO)	1.9	-1.7	-47.6	below average	30	50	45	-	■
Mail Sorters (CA)	14.2	-1.5	-9.8	average	42	49	48	\$	■■
Management and Organisation Analysts (P)	53.7	9.8	22.3	average	18	36	43	\$\$\$\$	■■■■
Managers, Advertising and Sales (M)	140.9	11.4	8.8	average	8	37	40	\$\$\$\$	■■■■
Managers, Amusement, Fitness and Sports Centre (M)	12.7	4.2	49.6	above average	24	42	35	\$	■■
Managers, Cafe and Restaurant (M)	63.4	16.3	34.7	average	17	49	42	\$	■■■■
Managers, Call, Contact Centre and Customer Service (M)	35.6	-7.3	-17.1	below average	11	44	39	\$\$\$	■■■
Managers, Caravan Park and Camping Ground (M)	3.3	1.7	-	average	5	49	48	\$	■
Managers, Child Care Centre (M)	8.3	-2.2	-21.3	below average	23	91	41	\$\$\$	■
Managers, Construction (M)	80.7	-2.0	-2.4	below average	7	6	45	\$\$\$\$	■■■■
Managers, Corporate Services (M)	9.1	-22.8	-71.5	average	6	46	48	\$\$\$\$	■■
Managers, Engineering (M)	22.0	5.4	32.8	below average	3	10	45	\$\$\$\$	■■
Managers, Finance (M)	51.8	6.1	13.5	average	11	39	43	\$\$\$\$	■■■■
Managers, General (M)	52.4	-0.1	-0.2	average	10	31	46	\$\$\$\$	■■■■
Managers, Health and Welfare Services (M)	21.8	7.1	48.2	average	17	77	47	\$\$\$	■■■
Managers, Hotel and Motel (M)	18.7	-1.7	-8.4	above average	13	49	46	\$	■■■
Managers, Hotel Service (CP)	7.7	-0.9	-10.0	above average	23	65	36	\$	■■
Managers, Human Resource (M)	44.9	3.0	7.1	average	11	56	41	\$\$\$\$	■■■■
Managers, ICT (M)	60.2	22.6	60.0	average	6	19	42	\$\$\$\$	■■■■
Managers, Licensed Club (M)	7.0	0.7	11.2	below average	11	37	41	\$\$\$	■
Managers, Office (CA)	124.9	0.0	0.0	below average	31	81	46	\$\$\$	■■■■
Managers, Other Accommodation and Hospitality (M)	8.2	-1.7	-16.9	below average	33	57	52	-	■
Managers, Other Education (M)	16.6	8.3	100.8	average	19	65	47	\$\$\$\$	■■
Managers, Other Hospitality, Retail and Service (M)	69.1	15.7	29.4	below average	12	33	45	\$\$\$	■■■■
Managers, Other Specialist (M)	46.1	4.5	10.9	average	8	30	43	\$\$\$	■■■■
Managers, Policy and Planning (M)	23.6	2.8	13.4	below average	10	54	44	\$\$\$\$	■■■

OCCUPATION	Employ't	Employ't		Unemploy't	Working	Female	Median	Median	Future
	Nov 2014	5 year change	to Nov 2014	2014	Part-time	%	Age	Earnings	Job
	'000	'000	%		%	%		Key on page 35	Openings
Managers, Practice (CA)	18.3	6.1	49.8	below average	30	90	48	\$\$\$\$	■■
Managers, Production (M)	52.5	-0.8	-1.5	below average	4	16	43	\$\$\$\$	■■■■
Managers, Research and Development (M)	11.4	1.0	9.3	above average	13	33	45	\$\$\$\$	■■
Managers, Retail (M)	220.5	-5.2	-2.3	average	16	46	40	\$	■■■■■
Managers, Supply and Distribution (M)	45.0	12.5	38.4	average	3	19	45	\$\$\$\$	■■■■
Managers, Transport Services (M)	22.3	3.2	17.0	below average	11	18	45	\$\$\$	■■■
Managing Directors and Chief Executives (M)	45.4	-9.6	-17.4	below average	12	20	50	\$\$\$\$\$	■■
Manufacturers (M)	16.9	-2.3	-12.0	below average	13	16	48	\$\$\$\$	■■
Marine Transport Professionals (P)	7.1	-4.7	-39.9	above average	9	5	50	-	■
Massage Therapists (CP)	15.5	5.6	56.4	average	63	72	40	\$\$\$	■■■
Mathematicians, Statisticians and Actuaries (P)	5.1	-2.0	-27.9	below average	15	50	44	\$\$\$\$\$	■
Meat Boners and Slicers, and Slaughterers (L)	13.1	-1.3	-8.8	above average	2	7	34	\$\$\$	■■
Media Producers and Presenters, and Artistic Directors (P)	12.2	1.5	13.7	average	14	46	40	\$\$\$\$	■■
Medical Imaging Professionals (P)	16.7	4.0	31.8	below average	26	72	35	\$\$\$\$	■■■
Medical Practitioner, General (P)	49.9	11.1	28.7	below average	22	43	44	\$\$\$\$\$	■■■
Medical Practitioner, Other (P)	9.8	-4.2	-29.7	below average	24	47	43	\$\$\$\$\$	■
Medical Technicians (TT)	21.9	2.1	10.4	below average	42	78	40	\$	■■■
Metal Casting, Forging and Finishing Trades Workers (TT)	3.5	0.2	5.2	above average	13	1	44	-	■
Metal Fitters and Machinists (TT)	123.8	13.8	12.5	average	5	1	39	\$\$\$	■■■■■
Metal Trades Workers, Precision (TT)	6.0	-2.4	-28.4	above average	14	1	43	\$	■
Midwives (P)	15.8	1.8	12.5	below average	57	99	42	\$\$\$	■
Miners, Drillers and Shot Firers (MO)	52.7	12.7	31.8	average	1	2	38	\$\$\$\$\$	■■
Ministers of Religion (P)	17.8	0.2	0.9	below average	26	28	46	\$	■■
Models and Sales Demonstrators (SW)	11.5	2.3	24.9	above average	71	86	42	\$	■■■
Motor Mechanics (TT)	101.7	19.1	23.1	below average	6	2	36	\$	■■■■
Motor Vehicle Parts and Accessories Fitters (L)	12.7	4.1	48.1	above average	3	1	31	\$	■■
Multimedia Specialists and Web Developers (P)	6.5	-1.7	-21.2	below average	15	20	34	\$\$\$	■
Music Professionals (P)	14.0	4.3	45.1	average	63	28	38	\$\$\$	■■
<b>N</b>									
Nurse Educators and Researchers (P)	7.3	3.8	107.5	below average	39	96	47	\$\$\$\$	■
Nurse Managers (P)	13.6	-6.7	-33.0	below average	29	91	49	\$\$\$\$	■■
Nurserypersons (TT)	3.3	-1.9	-35.8	above average	53	43	52	\$	■
Nurses, Enrolled and Mothercraft (CP)	17.5	-7.3	-29.5	below average	52	88	46	\$	■■
Nurses, Registered (P)	231.5	22.7	10.9	below average	45	88	43	\$\$\$	■■■■■
Nursing Support and Personal Care Workers (CP)	89.8	8.0	9.8	below average	59	77	43	\$	■■■■■
<b>O</b>									
Occupational Therapists (P)	12.8	5.4	73.9	below average	50	88	35	\$\$\$	■■
Optometrists and Orthoptists (P)	5.6	3.5	169.5	below average	26	61	40	\$\$\$\$	■
<b>P</b>									
Packers (L)	53.0	-9.8	-15.6	above average	43	53	38	\$	■■■■
Painting Trades Workers (TT)	51.3	5.7	12.5	average	16	2	40	\$	■■■■
Panelbeaters (TT)	16.6	3.0	22.1	average	13	1	37	\$	■■
Performing Arts Technicians (TT)	11.3	-2.8	-20.0	above average	36	27	38	\$\$\$	■■
Personal Assistants (CA)	63.3	7.4	13.3	average	24	98	42	\$\$\$	■■■■
Personal Care and Nursing Support Workers (CP)	89.8	8.0	9.8	below average	59	77	43	\$	■■■■■
Personal Care Consultants (CP)	2.8	-1.4	-33.1	average	69	70	43	-	■
Personal Service Workers, Other (CP)	15.1	3.8	34.0	average	60	68	47	-	■■■
Pharmacists (P)	33.7	11.4	51.5	average	32	57	34	\$\$\$	■■■
Photographers (P)	13.0	0.7	5.9	average	55	60	40	-	■■
Photographic Developers and Printers (MO)	0.7	-2.2	-76.8	above average	51	71	37	-	■
Physiotherapists (P)	23.7	7.8	49.4	below average	33	71	33	\$\$\$\$	■■■
Planners, Urban and Regional (P)	9.8	-1.6	-13.8	average	29	37	39	\$\$\$	■
Plant Operators, Chemical, Gas, Petroleum and Power (TT)	9.2	1.6	21.1	average	2	6	43	\$\$\$\$\$	■■
Plant Operators, Earthmoving (MO)	43.2	-11.2	-20.7	average	7	1	43	\$\$\$	■■■
Plant Operators, Other Mobile (MO)	15.3	4.2	37.4	average	23	8	33	\$\$\$	■■■
Plant Operators, Other Stationary (MO)	18.4	-0.7	-3.8	average	5	11	43	\$\$\$\$	■■
Plasterers (TT)	29.6	-2.3	-7.3	above average	15	1	34	\$	■■■
Plumbers (TT)	86.0	15.1	21.3	average	7	0	35	\$\$\$	■■■

OCCUPATION	Employ't	Employ't		Unemploy't	Working	Female	Median	Median	Future
	Nov 2014	5 year change	5 year change						
	'000	'000	%	2014	%	%			Openings
								Key on page 35	
Podiatrists (P)	3.9	2.7	-	below average	12	46	31	-	♂
Police (CP)	53.5	8.2	18.1	below average	6	24	39	\$\$\$\$	♂♂♂♂
Policy and Intelligence Analysts (P)	19.4	-1.5	-7.0	below average	17	58	40	\$\$\$\$	♂♂♂
Postal Deliverers and Couriers (CA)	47.9	-1.2	-2.3	average	23	16	47	\$\$	♂♂♂
Primary Products Inspectors (TT)	2.7	-1.5	-34.9	below average	4	41	38	\$\$\$	♂
Printers (TT)	14.8	-3.5	-19.3	average	10	13	43	\$\$\$	♂
Printers and Photographic Developers (MO)	0.7	-2.2	-76.8	above average	51	71	37	-	♂
Printing Assistants and Table Workers (L)	4.4	-1.7	-27.5	above average	53	45	44	\$	♂
Prison Officers (CP)	15.9	-0.5	-2.8	below average	3	29	48	\$\$\$\$	♂♂♂
Process Workers, Meat, Poultry and Seafood (L)	16.4	-2.2	-12.0	above average	15	38	35	\$	♂♂
Process Workers, Metal Engineering (L)	8.8	-8.5	-48.9	above average	8	4	37	\$\$	♂
Process Workers, Timber and Wood (L)	5.7	-3.3	-36.7	above average	4	5	38	\$	♂
Product Assemblers (L)	26.9	-10.9	-28.7	above average	16	24	41	\$	♂♂
Product Quality Controllers (L)	18.2	3.3	22.0	above average	23	46	42	\$\$	♂♂♂
Psychiatrists (P)	6.6	6.1	-	below average	22	27	48	-	♂
Psychologists (P)	25.0	4.1	19.6	below average	41	79	42	\$\$\$\$	♂♂♂
Public Relations Professionals (P)	17.8	0.6	3.6	average	20	67	35	\$\$\$	♂♂♂
<b>R</b>									
Railway Track Workers (L)	3.4	-1.4	-29.3	above average	3	2	41	-	♂
Real Estate Sales Agents (SW)	87.1	17.8	25.7	below average	17	51	43	\$\$	♂♂♂♂
Receptionists (CA)	162.2	-10.4	-6.0	average	51	94	40	\$	♂♂♂♂♂
Recycling and Rubbish Collectors (L)	2.2	-0.8	-26.9	below average	33	4	44	-	♂
Retail and Wool Buyers (SW)	4.4	0.4	10.9	below average	18	58	38	\$\$\$	♂♂
Retail Supervisors (SW)	46.3	15.8	51.8	average	28	58	33	\$\$	♂♂♂♂
<b>S</b>									
Safety Inspectors (TT)	5.8	3.7	171.2	average	5	26	52	-	♂
Sales Assistants and Salespersons, Other (SW)	6.4	-3.3	-33.8	average	47	45	35	\$	♂♂
Sales Assistants, General (SW)	507.9	29.3	6.1	above average	71	67	24	\$	♂♂♂♂♂
Sales Assistants, ICT (SW)	17.1	-1.8	-9.5	above average	30	28	30	\$\$	♂♂♂
Sales Assistants, Pharmacy (SW)	39.2	3.7	10.3	average	67	93	24	\$	♂♂♂♂
Sales Professionals, ICT (P)	16.0	2.4	17.7	average	8	23	39	\$\$\$\$	♂♂♂
Sales Representatives (SW)	90.0	-17.0	-15.9	average	14	36	41	\$\$\$	♂♂♂♂♂
Sales Representatives, Technical (P)	27.3	-0.6	-2.3	average	7	32	42	\$\$\$\$	♂♂♂♂
Salespersons, Motor Vehicle and Vehicle Parts (SW)	27.1	-9.5	-25.9	average	7	12	38	\$\$	♂♂♂♂
Salespersons, Street Vendors and Related (SW)	7.4	-3.0	-29.0	above average	62	60	43	\$	♂♂
Salespersons, Ticket (SW)	13.7	-4.3	-23.8	above average	51	66	30	\$\$\$	♂♂♂
School Principals (M)	29.3	5.8	24.4	below average	3	56	51	\$\$\$\$\$	♂♂♂
Science Professionals, Other Natural and Physical (P)	8.7	2.8	47.0	below average	15	20	34	\$\$\$\$	♂
Science Technicians (TT)	11.8	-7.3	-38.2	above average	21	49	36	\$\$	♂♂
Scientists, Agricultural and Forestry (P)	5.7	-2.0	-26.2	below average	14	24	41	\$\$\$\$	♂
Scientists, Environmental (P)	25.5	4.6	22.1	average	18	47	37	\$\$\$\$	♂♂♂
Scientists, Food and Wine, and Chemists (P)	9.7	-1.6	-14.2	average	16	39	35	\$\$\$\$	♂♂
Scientists, Life (P)	12.9	4.4	51.1	below average	27	55	35	\$\$\$\$	♂♂
Scientists, Medical Laboratory (P)	23.4	1.6	7.4	average	29	69	36	\$\$\$\$	♂♂♂
Screen Printers, Binders and Finishers (TT)	3.7	-0.8	-18.0	above average	27	21	40	\$\$	♂
Secretaries (CA)	51.0	-35.1	-40.7	average	56	97	48	\$\$	♂♂
Security Officers and Guards (CP)	55.9	7.6	15.8	above average	29	17	39	\$\$\$	♂♂♂♂♂
Service Station Attendants (SW)	6.2	0.4	6.4	above average	57	44	31	\$	♂♂
Sewing Machinists (MO)	8.3	-1.6	-16.5	above average	27	85	53	\$	♂
Shearers (TT)	4.9	0.9	23.5	above average	10	4	41	-	♂
Sheetmetal Trades Workers (TT)	8.8	0.7	9.3	above average	0	0	38	\$\$\$	♂
Shelf Fillers (L)	50.0	-32.1	-39.1	above average	76	40	24	\$	♂♂♂♂
Signwriters (TT)	7.6	1.5	25.1	below average	4	11	33	\$\$	♂♂
Social Professionals (P)	12.7	3.9	43.9	above average	60	57	43	\$\$\$	♂♂
Social Workers (P)	34.0	16.1	89.4	average	34	84	40	\$\$\$	♂♂♂♂
Software and Applications Programmers (P)	85.6	-0.4	-0.4	average	9	15	36	\$\$\$\$	♂♂♂♂
Solicitors (P)	56.9	5.6	10.9	below average	12	52	40	\$\$\$\$	♂♂♂♂
Speech Pathologists and Audiologists (P)	6.4	1.6	34.4	below average	44	88	40	\$\$	♂

OCCUPATION	Employ't Nov 2014	Employ't 5 year change to Nov 2014		Unemploy't 2014	Working Part-time	Female	Median Age	Median Earnings	Future Job Openings
	'000	'000	%		%	%		Key on page 35	
Sports Coaches, Instructors and Officials (CP)	45.1	18.9	71.7	average	75	47	22	\$\$\$	■■■■
Sportspersons (CP)	13.8	5.1	58.9	below average	66	27	23	\$\$\$\$	■■
Storepersons (MO)	120.3	17.8	17.4	above average	22	20	38	\$	■■■■■
Structural Steel and Welding Trades Workers (TT)	71.7	3.2	4.7	above average	5	0	36	\$\$\$	■■■■
Structural Steel Construction Workers (L)	30.8	8.9	40.5	above average	6	0	33	\$\$\$\$	■■■■
Surgeons (P)	6.3	0.3	5.2	below average	16	19	42	\$\$\$\$\$	■
Survey Interviewers (CA)	1.7	-0.8	-31.2	above average	75	56	46	-	■
Surveyors and Cartographers (P)	12.3	0.5	4.6	below average	12	7	40	\$\$\$	■■
Switchboard Operators (CA)	4.4	-1.2	-21.7	below average	44	77	48	\$	■
<b>T</b>									
Teachers, Early Childhood (Pre-primary School) (P)	36.2	22.3	160.6	average	46	97	40	\$\$	■■■
Teachers, Middle School (P)	1.9	0.7	-	below average	24	68	34	-	■
Teachers, Primary School (P)	143.8	8.9	6.6	below average	32	83	40	\$\$\$\$	■■■■■
Teachers, Secondary School (P)	118.1	-20.1	-14.5	average	20	61	43	\$\$\$\$	■■■■■
Teachers, Special Education (P)	23.0	5.4	30.8	below average	43	81	50	\$\$\$\$	■■■
Teachers, Vocational Education (P)	30.1	-6.5	-17.7	above average	43	52	49	\$\$\$\$	■■■
Teachers of English to Speakers of Other Languages (P)	3.2	-3.7	-53.9	above average	54	84	44	\$\$\$	■
Technicians and Draftspersons, Civil Engineering (TT)	11.9	1.3	12.0	below average	10	15	35	\$\$\$\$\$	■■
Technicians and Draftspersons, Electrical Engineering (TT)	9.5	-1.3	-12.2	average	7	12	38	\$\$\$\$	■
Technicians and Draftspersons, Electronic Engineering (TT)	2.2	-3.2	-59.6	above average	18	12	50	\$\$\$	■
Technicians and Draftspersons, Mechanical Engineering (TT)	5.7	0.2	2.7	average	3	7	44	\$\$\$\$	■
Technicians, Agricultural (TT)	2.6	-0.1	-3.1	average	0	51	43	\$\$	■
Technicians, Architectural, Building and Surveying (TT)	56.3	1.6	3.0	average	11	11	41	\$\$\$\$	■■■■
Technicians, ICT Support (TT)	54.5	10.6	24.0	average	14	25	35	\$\$\$	■■■■
Technicians, Medical (TT)	21.9	2.1	10.4	below average	42	78	40	\$	■■■
Technicians, Other Building and Engineering (TT)	25.0	5.8	30.4	average	4	9	42	\$\$\$\$\$	■■■
Technicians, Science (TT)	11.8	-7.3	-38.2	above average	21	49	36	\$\$	■■
Telecommunications Technical Specialists (TT)	5.0	-0.5	-9.4	below average	2	14	43	\$\$\$\$	■
Telecommunications Trades Workers (TT)	28.0	7.0	33.7	above average	7	3	38	\$\$\$	■■■
Telemarketers (SW)	8.5	-2.5	-23.0	above average	55	65	33	\$	■■
Tilers, Roof (TT)	5.3	-3.2	-37.9	below average	8	0	32	\$	■
Tilers, Wall and Floor (TT)	21.6	2.7	14.3	above average	14	1	36	\$\$	■■■
Toolmakers and Engineering Patternmakers (TT)	4.8	-0.5	-9.1	below average	12	0	54	\$\$\$	■
Tourism and Travel Advisers (CP)	23.9	0.7	3.1	average	25	79	35	\$\$	■■■
Trainers, ICT (P)	3.0	-1.6	-34.3	above average	24	50	44	-	■
Training and Development Professionals (P)	26.8	0.5	1.9	above average	15	55	40	\$\$\$\$	■■■
Travel Attendants (CP)	10.3	1.3	14.6	below average	36	78	37	\$	■■
Tutors and Teachers, Private (P)	32.1	-3.2	-9.0	average	78	74	40	\$\$\$	■■■
<b>U</b>									
University Lecturers and Tutors (P)	50.9	9.0	21.6	above average	37	50	47	\$\$\$\$\$	■■■■
Upholsterers (TT)	0.2	-4.6	-95.8	above average	14	6	42	\$	■
<b>V</b>									
Valuers and Land Economists (P)	12.4	2.9	30.9	below average	18	30	41	\$\$\$\$\$	■■■
Vehicle Body Builders and Trimmers (TT)	5.1	-1.4	-21.9	below average	6	3	45	\$	■
Vehicle Painters (TT)	8.1	-3.1	-27.4	above average	4	4	31	\$\$	■
Vending Machine Attendants (L)	6.5	0.5	9.2	above average	59	55	31	\$	■
Veterinarians (P)	10.0	3.2	47.3	below average	22	64	38	\$\$\$\$	■
Veterinary Nurses (TT)	8.6	-1.8	-17.5	average	44	99	26	\$	■
Visual Arts and Crafts Professionals (P)	9.6	0.2	2.5	average	64	70	49	-	■
Visual Merchandisers (SW)	10.9	2.3	26.8	below average	54	84	33	\$	■■■
<b>W</b>									
Waiters (CP)	121.3	8.5	7.5	above average	75	77	22	\$	■■■■■
Web Developers and Multimedia Specialists (P)	6.5	-1.7	-21.2	below average	15	20	34	\$\$\$	■
Welding Trades and Structural Steel Workers (TT)	71.7	3.2	4.7	above average	5	0	36	\$\$\$	■■■■
Welfare Support Workers (CP)	49.6	6.3	14.6	average	32	74	43	\$\$\$	■■■■
Welfare, Recreation and Community Arts Workers (P)	24.7	4.0	19.3	average	31	77	39	\$\$\$	■■■
Wood Machinists and Other Wood Trades Workers (TT)	7.4	-0.5	-5.8	above average	22	10	51	\$	■

## DATA SOURCES

### Australian Bureau of Statistics (ABS) [abs.gov.au](http://abs.gov.au)

- *Labour Force, various data sets*
- *Employee Earnings, Benefits and Trade Union Membership, Australia, August 2013*
- *Regional Population Growth 2012-13, June 2013*
- *Population by Age and Sex, Regions of Australia, June 2013*
- *Education and Work, May 2014*
- *Labour Mobility, February 2013*
- *Australian and New Zealand Standard Classification of Occupations*
- *Australian and New Zealand Standard Industrial Classification*

Throughout *Australian Jobs 2015*, employment data at the national and state level are trend (where possible). Trend data do not add and are adjusted with each data release.

Employment data at the regional level are 12 month averages. Employment data for occupations at the industry level are four quarter averages.

For many small occupations, standard errors are large. Although trend data are used for occupation employment estimates, employment growth trends are variable for small occupations 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.

Educational attainment data relate to the working age population (15 to 64).

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

Some data are from customised tables produced for the Department of Employment.

### Commentary in state maps

Source is *ABS Labour Force, Australia, Detailed - Electronic Delivery, February 2015* and data are 12 month averages of original estimates. The statements are based on decade averages. Unless otherwise specified, the statements refer to comparisons between all the states and territories.

The incidence of youth long-term unemployment refers to the proportion of unemployed youth who are long-term unemployed (i.e. unemployed for 12 months or longer).

Youth disengagement refers to the proportion of all youth who are not in employment and not attending full-time education.

### Department of Employment

- *2015 Employment Projections* [lmip.gov.au](http://lmip.gov.au)
- *Skill Shortage Research* [employment.gov.au/skill-shortages](http://employment.gov.au/skill-shortages)
- *Survey of Employers' Recruitment Experiences* [employment.gov.au/regionalreport](http://employment.gov.au/regionalreport)

### Department of Education and Training

*Higher Education Student Data Collections* [education.gov.au](http://education.gov.au)

### Graduate Careers Australia (GCA)

- *GradStats, 2014* [graduatecareers.com.au](http://graduatecareers.com.au)
- *Graduate Destinations Tables and Figures*
- *Graduate Salaries Tables and Figures*

Bachelor and masters degree employment outcomes are a proportion of those who were available for full-time employment four months after graduation. Salary data refer to median starting salary of Australian bachelor degree graduates in first full-time employment and aged less than 25 years.

Some graduate destinations data are from customised tables produced for the Department of Employment.

### National Centre for Vocational Education Research

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

- *Students and Courses, 2013*
- *Student Outcomes, various issues*
- *Longitudinal Survey of Australian Youth Publications (Papers 2546 and 2761)*
- *VOCSTATS, tables generated February and March 2015.*

Student data are for domestic students with a publicly funded training provider. Graduate outcomes data are for all graduates six months after completing their training.

## USEFUL LINKS

### Help if you are looking for work

There is a wide range of Australian Government assistance available to help you find the right job. The following is summary in nature and cannot fully explain the large number of policies and programmes available, but the websites listed below can direct you to more information.

#### Centrelink [humanservices.gov.au](http://humanservices.gov.au)

Centrelink delivers a range of payments and services for people at times of major change. Centrelink is part of the Department of Human Services.

#### Jobactive [employment.gov.au/jobactive](http://employment.gov.au/jobactive)

From 1 July 2015, new employment services called *jobactive* will better meet the needs of job seekers and employers and improve job outcomes.

Job seekers will have access to tailored help from a *jobactive organisation*, based on their assessed needs.

#### Australian JobSearch [jobsearch.gov.au](http://jobsearch.gov.au)

JobSearch is funded by the Australian Government as a free service to help job seekers find jobs and employers find staff. It lists thousands of vacancies, as well as links to a range of other employment websites.

#### Youth [youth.gov.au/sites/youth](http://youth.gov.au/sites/youth)

Some information about programmes available for young people is included on page 12 of this publication.

#### Mature Age [business.gov.au](http://business.gov.au) (search for employing mature age workers)

[experience@employment.gov.au](mailto:experience@employment.gov.au)

Some information about programmes available for older workers is included on page 13 of this publication.

### Help in the workplace

#### Fair Work Ombudsman [fairwork.gov.au](http://fairwork.gov.au)

The Fair Work Ombudsman is a single point of contact for advice and help on workplace rights and responsibilities, including pay and conditions. For further information call **13 13 94**.

### Help if you have lost your job

#### Fair Entitlements Guarantee [employment.gov.au/feg](http://employment.gov.au/feg)

This scheme provides financial assistance to employees who have lost their job as a result of their employer going bankrupt or into liquidation. It is a safety net that covers a range of unpaid employment entitlements.





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