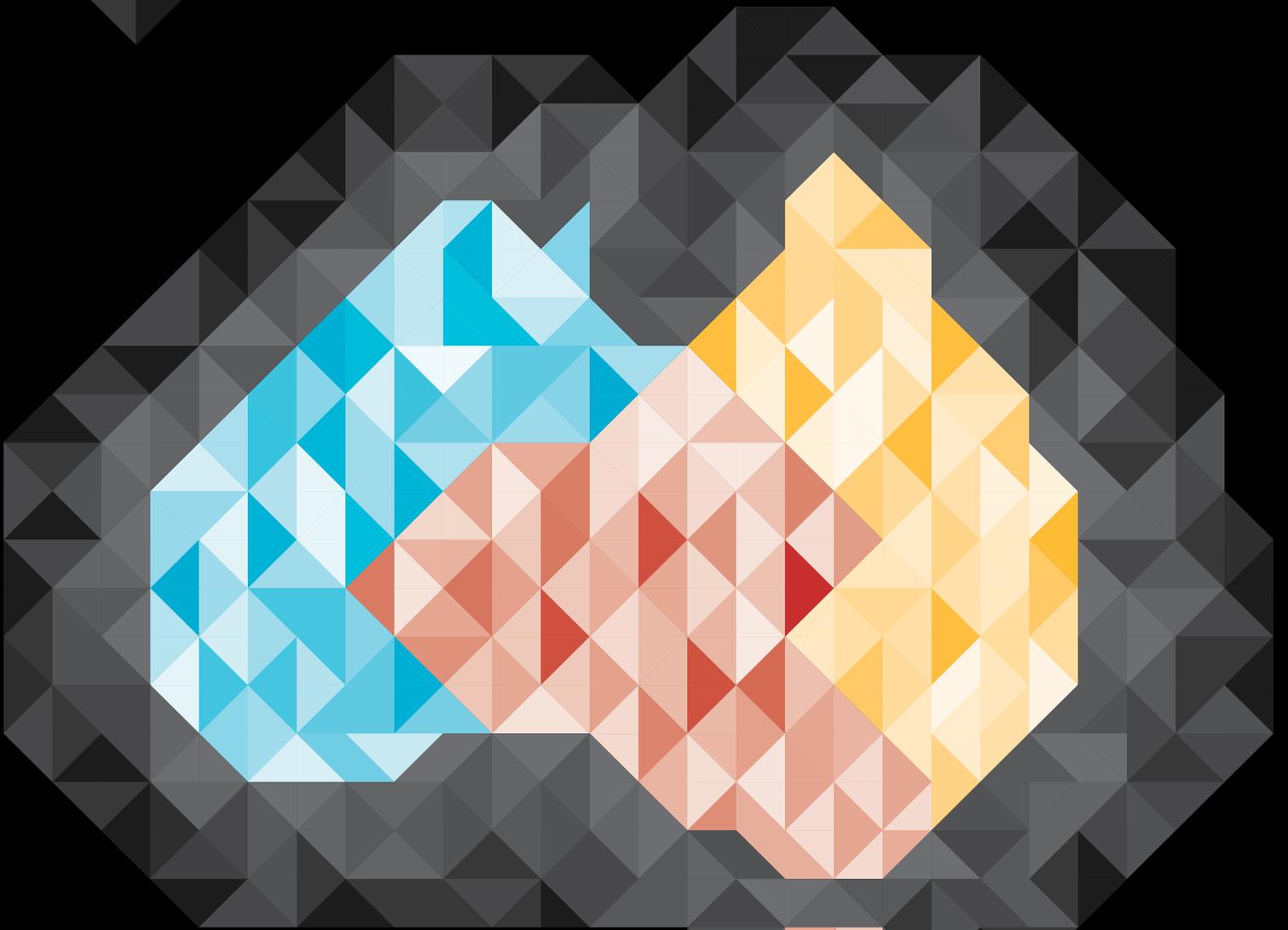




Australian Government
Department of Employment



AUSTRALIAN JOBS **2016**

CONTENTS

Jobs by Location	
National Overview	3
New South Wales	4
Victoria	5
Queensland	6
South Australia	7
Western Australia	8
Tasmania	9
Northern Territory	10
Australian Capital Territory	10
Jobs by Industry	
Industry Overview	11
Australia's Changing Industry Structure	12
Accommodation and Food Services	12
Administrative and Support Services	13
Agriculture, Forestry and Fishing	13
Arts and Recreation Services	14
Construction	14
Education and Training	15
Electricity, Gas, Water and Waste Services	15
Financial and Insurance Services	16
Health Care and Social Assistance	16
Information Media and Telecommunications	17
Manufacturing	17
Mining	18
Other Services	18
Professional, Scientific and Technical Services	19
Public Administration and Safety	19
Rental, Hiring and Real Estate Services	20
Retail Trade	20
Transport, Postal and Warehousing	21
Wholesale Trade	21
Jobs by Occupation	
Occupation Overview	22
Australia's Changing Occupation Structure	23
Managers	23
Professionals	24
Technicians and Trades Workers	25
Community and Personal Service Workers	26
Clerical and Administrative Workers	27
Sales Workers	27
Machinery Operators and Drivers	28
Labourers	28
Occupation Profiles (Selected Case Studies)	29
Jobs by Qualification	
Education and Employment	30
Post-school Education	31
Graduate Salaries	31
Graduate Employment Outcomes	32
Apprentices and Trainees	33
Jobs in the Future	
Industry Outlook	34
Occupation Outlook	35
The Future of Work	36
Additional Information	
Useful Websites and Links	37
Job Search Strategies	38
Guide to the Occupation Matrix	39
Occupation Matrix	40
Data Sources	47

INTRODUCTION

In 2016, the Australian labour market is markedly different from that experienced by workers in past decades.

The *Australian Jobs* publication presents an overview of the current labour market and highlights the major changes which have occurred, including for industries and occupations. It is designed to meet the needs of a range of users, such as people exploring careers, those supporting people into employment and students who want a better understanding of the labour market. 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 (these are throughout the report and on page 37).

Although there has been considerable jobs growth over the past year, some challenges remain. These include the particular difficulty mature age and young job seekers have in the labour market, and the low share that women have in many industries and senior jobs. There are, though, lots of opportunities and *Australian Jobs* will help you to identify these.

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, however, 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 are likely to 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 29. 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 are more likely to have higher pay than those who do not study after they leave school. *Australian Apprenticeships* 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 General 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, personal presentation and customer service.

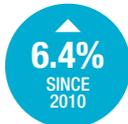
Inquiries about *Australian Jobs* should be directed to AustralianJobs@employment.gov.au

The contents of *Australian Jobs 2016* 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

11,855,800

EMPLOYED
November 2015



Projected to grow by **8.3%** over the next 5 years

There are around 11.9 million people employed in Australia. More than two thirds work full-time and 46% are female. Around 39% of workers are aged 45 years and over and 16% are young (15 to 24 years).

Recent labour market developments (to January 2016)

While the Australian labour market has been relatively soft over the last couple of years, labour market conditions have strengthened considerably in recent times. For instance, employment increased by 302,500 (or 2.6%) over the year to January 2016, well above the annual average rate of 1.8% recorded over the last decade. The increase in employment over the past year has been fairly evenly split between full-time employment (up by 169,800 or 2.1%) and part-time employment (132,700 or 3.7%). Against the backdrop of stronger employment growth, the unemployment rate has decreased, from 6.2% in January 2015 to 5.8% in January 2016, while the participation rate has risen by 0.5 percentage points over the last year, to 65.2% in January 2016.

Female labour market

Reflecting the recent strengthening in the Australian labour market, employment conditions for females have also improved over the last year. Employment of women increased strongly (up by 3.5% or 187,500) over the year, to a record of 5,513,600 in January 2016, accounting for more than 60% of total employment growth over this period. Importantly, the rise in female employment over the year was driven by a large increase in full-time employment (up by

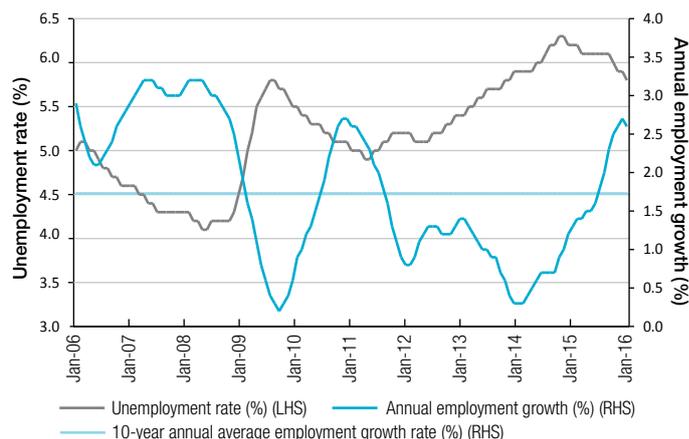
114,000 or 4.0%) to a record high of 2,960,700, while female part-time employment also increased solidly (up by 73,400 or 3.0%) to 2,552,900, also a record. Against this backdrop, the female unemployment rate fell by 0.3 percentage points over the year to January 2016, to 5.9%, while the female participation rate increased by 1.0 percentage point to 59.5%, the equal highest rate on record.

Youth labour market

While labour market conditions for youth (15 to 24 years) have improved over recent years, this cohort remains disadvantaged. For instance, while the youth unemployment rate has fallen, from a recent peak of 13.9% in December 2014 to 12.2% in January 2016, it remains more than double the national rate.

While most young people are either engaged in some form of work or study, a key concern is the number who are 'disengaged', with 11% of the youth population not in work and not attending full-time education in January 2016. That said, it is encouraging that the proportion of young people participating in full-time education increased to 52.1% in January 2016, because higher levels of educational attainment significantly improve their labour market prospects.

Unemployment rate and annual employment growth, Australia



Employment by location

	Employment				Employment Profile		Workforce Educational Profile			Projected Employment	
	Employ't Nov 2015	Share of total	5 year change to Nov 2015		Part-time	Female	Bachelor degree or higher	Cert III or higher VET qual	No post-school qual	5 year change to Nov 2020	
States and Territories	'000	%	'000	%	%	%	%	%	%	'000	%
New South Wales	3,783.9	32	273.9	7.8	30	46	33	31	31	368.2	9.8
Victoria	2,970.5	25	177.4	6.4	33	46	34	30	31	260.5	8.8
Queensland	2,366.1	20	111.7	5.0	30	47	25	34	36	187.6	7.9
South Australia	805.3	7	2.5	0.3	34	47	27	32	33	41.2	5.1
Western Australia	1,351.7	12	133.9	11.0	29	44	28	33	33	94.9	6.9
Tasmania	241.9	2	2.7	1.1	36	47	22	36	36	12.3	5.1
Northern Territory	132.8	1	11.6	9.6	19	45	26	35	35	9.8	7.4
Australian Capital Territory	209.8	2	1.4	0.7	27	49	43	27	25	15.3	7.2
Australia¹	11,855.8	100	710.1	6.4	31	46	31	32	32	989.7	8.3

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

Sources: ABS, Labour Force (trend and annual averages of original data); ABS, Education and Work; Department of Employment, Regional Employment Projections



NEW SOUTH WALES

3,783,900

EMPLOYED
November 2015



Projected to grow by **9.8%** over the next 5 years

Almost one in every three Australian workers is employed in New South Wales. Employment is concentrated in Sydney (2.5 million or two thirds of the state's workforce). Over the five years to November 2015, employment rose strongly (up by 7.8% or 273,900). Much of this growth occurred over the past year, up by 4.4% (compared with 2.5% nationally), the strongest annual employment growth of any state or territory. Strong employment growth is expected to continue over the next five years, up by 9.8%.

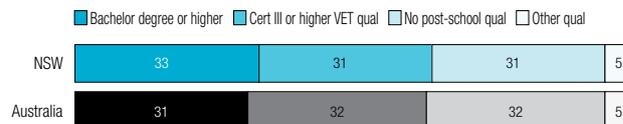
More new jobs were recorded for females (up by 172,100 or 10.9%) than males (101,800 or 5.3%) over the five years to November 2015. Women comprise 46% of the state's employment, in line with the national average.

The three largest employing industries also recorded the most new jobs over the five years to November 2015. They are *Health Care and Social Assistance* (up by 75,700 or 18.5%), *Professional, Scientific and Technical Services* (66,800 or 21.9%) and *Retail Trade* (45,200 or 12.6%). Collectively, they account for one third of the state's employment.

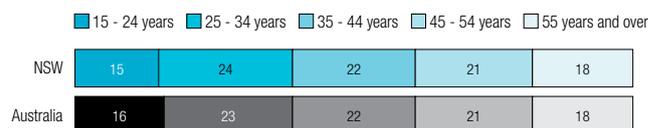
The age profile of the New South Wales workforce is similar to the national average, but in regions such as Newcastle and Lake Macquarie, young workers (15 to 24 years) have relatively large shares of employment (21%).

Around 64% of workers in this state have post-school qualifications and they are more likely to have a bachelor degree or higher qualification than workers nationally (33% compared with 31%).

Educational attainment, New South Wales (% of workforce)



Age profile, New South Wales (% of workforce)



Employment by industry, New South Wales

Industries	Employ't	Share	5 year	
	Nov 2015	of total	change to	Nov 2015
	'000	%	'000	%
Accommodation and Food Services	267.4	7	28.1	11.7
Administrative and Support Services	127.8	3	6.6	5.4
Agriculture, Forestry and Fishing	79.6	2	-24.9	-23.8
Arts and Recreation Services	72.4	2	17.4	31.7
Construction	315.4	8	38.4	13.9
Education and Training	294.4	8	29.5	11.2
Electricity, Gas, Water and Waste Services	41.1	1	-8.6	-17.3
Financial and Insurance Services	184.5	5	18.0	10.8
Health Care and Social Assistance	485.1	13	75.7	18.5
Information Media and Telecommunications	84.1	2	2.8	3.4
Manufacturing	250.5	7	-42.7	-14.6
Mining	39.4	1	5.3	15.5
Other Services	151.8	4	8.7	6.1
Professional, Scientific and Technical Services	372.2	10	66.8	21.9
Public Administration and Safety	200.4	5	4.7	2.4
Rental, Hiring and Real Estate Services	73.4	2	7.6	11.5
Retail Trade	403.4	11	45.2	12.6
Transport, Postal and Warehousing	192.6	5	-5.0	-2.6
Wholesale Trade	131.7	3	-5.6	-4.1

Employment by region, New South Wales

Regions	Employment				Employment Profile		Projected Employment	
	Employ't	Share of	5 year change		Part-time	Female	5 year change	
	Nov 2015	state total	to Nov 2015				to Nov 2020	
	'000	%	'000	%	%	%	'000	%
Greater Sydney	2,486.7	67	203.2	8.9	28	46	280.4	11.1
Capital Region	109.1	3	6.2	6.0	30	46	8.4	7.7
Central West	99.2	3	-2.6	-2.6	33	46	4.8	4.6
Coffs Harbour - Grafton	64.2	2	8.1	14.4	38	49	4.5	7.0
Far West and Orana	54.2	1	2.5	4.8	28	48	3.1	5.7
Hunter Valley (excluding Newcastle)	118.5	3	0.2	0.2	34	45	5.2	4.2
Illawarra	138.9	4	18.9	15.7	35	45	9.9	7.1
Mid North Coast	87.4	2	22.4	34.4	36	48	8.8	10.6
Murray	47.3	1	-5.8	-11.0	30	43	2.6	5.7
New England and North West	80.5	2	-2.8	-3.3	35	45	4.7	5.9
Newcastle and Lake Macquarie	175.8	5	5.0	2.9	34	47	19.3	10.9
Richmond - Tweed	96.2	3	-9.4	-8.9	44	49	7.1	7.0
Riverina	79.0	2	4.8	6.4	32	46	3.0	3.7
Southern Highlands and Shoalhaven	60.9	2	0.6	1.0	35	48	6.5	10.0
New South Wales¹	3,783.9	100	273.9	7.8	30	46	368.2	9.8
Australia	11,855.8	-	710.1	6.4	31	46	989.7	8.3

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

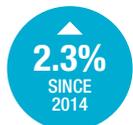
Sources: ABS, Labour Force (trend and annual averages of original data); ABS, Education and Work; Department of Employment, Regional Employment Projections



VICTORIA

2,970,500

EMPLOYED
November 2015



Projected to grow by **8.8%** over the next 5 years

Victoria is the second largest employing state with a quarter of all employed Australians (or 2,970,500). State employment is concentrated in Melbourne (77%).

Employment in Victoria rose by 6.4% (or 177,400) over the five years to November 2015. Females accounted for the majority of this growth (up by 109,400 or 8.7%) and they comprise 46% of the state's workforce. Employment is expected to continue to grow in Victoria, up by 8.8% over the five years to November 2020.

In line with the national profile, *Health Care and Social Assistance* is the largest employing industry (365,200) and it provided the most new jobs over the five years to November 2015 (up by 47,200 or 14.8%). Significant numbers of new jobs were also created in *Professional, Scientific and Technical Services* (41,500 or 18.6%) and *Education and Training* (16,800 or 7.8%).

Employment in *Manufacturing* fell by 11.9% or 36,400 in Victoria over the five years to November 2015, but it remains the third largest employing industry. Despite the overall employment loss, new jobs have been created in some subsectors such as Basic Chemical and Chemical Product Manufacturing (up by 3,200 or 24.0%).

Workers in Victoria are more likely to be employed part-time than the national average (33% compared with 31%). A higher proportion of Victorian workers hold a bachelor degree or higher qualification (34%) than those in any other state (although the Australian Capital Territory has a higher proportion).

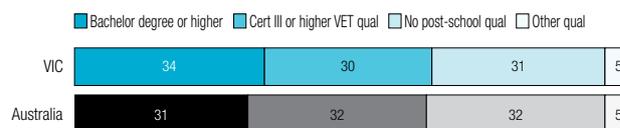
Young workers (15 to 24 years) comprise 15% of the Victorian workforce but they have a higher share of employment in Shepparton and Latrobe - Gippsland (both 19%), but a relatively low proportion in Hume (11%).

Employment by region, Victoria

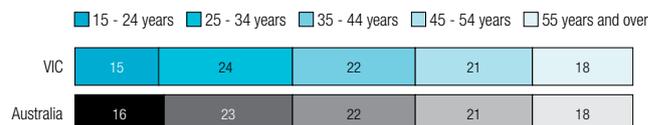
Regions	Employment				Employment Profile		Projected Employment	
	Employ't Nov 2015 '000	Share of state total %	5 year change to Nov 2015 '000 %		Part-time %	Female %	5 year change to Nov 2020 '000 %	
Greater Melbourne	2,278.4	77	160.8	7.6	32	46	226.1	9.8
Ballarat	74.3	3	9.2	14.1	38	49	2.6	3.7
Bendigo	68.0	2	0.1	0.2	39	46	2.9	4.4
Geelong	121.5	4	5.3	4.5	38	46	9.6	7.7
Hume	85.0	3	13.0	18.0	32	48	4.7	5.5
Latrobe - Gippsland	126.8	4	-1.8	-1.4	37	46	6.3	5.0
North West	69.3	2	2.7	4.1	37	46	2.9	4.4
Shepparton	62.1	2	6.3	11.2	29	44	1.9	3.1
Warrnambool and South West	63.2	2	0.5	0.8	35	45	3.4	5.2
Victoria¹	2,970.5	100	177.4	6.4	33	46	260.5	8.8
Australia	11,855.8	-	710.1	6.4	31	46	989.7	8.3

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

Educational attainment, Victoria (% of workforce)



Age profile, Victoria (% of workforce)



Employment by industry, Victoria

Industries	Employ't Nov 2015 '000	Share of total %	5 year change to Nov 2015	
			'000	%
Accommodation and Food Services	198.3	7	14.7	8.0
Administrative and Support Services	108.4	4	7.9	7.9
Agriculture, Forestry and Fishing	88.6	3	14.7	19.9
Arts and Recreation Services	64.3	2	6.9	12.1
Construction	262.7	9	14.2	5.7
Education and Training	232.4	8	16.8	7.8
Electricity, Gas, Water and Waste Services	36.3	1	4.7	14.9
Financial and Insurance Services	115.8	4	-0.2	-0.2
Health Care and Social Assistance	365.2	12	47.2	14.8
Information Media and Telecommunications	61.3	2	0.8	1.4
Manufacturing	269.5	9	-36.4	-11.9
Mining	8.5	0	-1.2	-12.3
Other Services	107.4	4	-3.0	-2.7
Professional, Scientific and Technical Services	264.2	9	41.5	18.6
Public Administration and Safety	146.0	5	13.8	10.4
Rental, Hiring and Real Estate Services	47.9	2	5.4	12.8
Retail Trade	331.4	11	16.6	5.3
Transport, Postal and Warehousing	151.3	5	14.0	10.2
Wholesale Trade	115.4	4	2.3	2.1

Sources: ABS, Labour Force (trend and annual averages of original data); ABS, Education and Work; Department of Employment, Regional Employment Projections



QUEENSLAND

2,366,100

EMPLOYED
November 2015



Projected to grow by **7.9%** over the next 5 years

Queensland is a relatively large employing state, accounting for one in every five working Australians (almost 2.4 million). This state has a regionally diverse employment profile, however, 50% of jobs are in Brisbane and another 13% are in the closely located Gold Coast area.

Over the five years to November 2015, state employment rose by 5.0% (or 111,700), slightly below the national average growth rate (6.4%). Female employment rose by 72,100 or 6.9%, exceeding that for males, up by 39,600 or 3.3%. Over the five years to November 2020, state employment is expected to increase by 7.9%.

The largest employing industries are *Health Care and Social Assistance, Retail Trade and Construction*, which together account for one third of state employment.

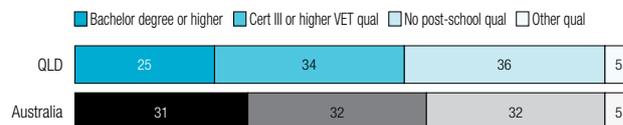
Over the past five years, there has been jobs growth in 10 of the 19 industries. The largest numbers of new jobs were created in *Health Care and Social Assistance* (up by 61,000 or 24.0%) and *Education and Training* (37,600 or 22.7%). Significant employment falls were recorded in *Construction* (down by 21,000 or 9.3%), *Agriculture, Forestry and Fishing* (18,700 or 24.2%) and *Manufacturing* (12,400 or 6.7%).

Around 27% of national *Mining* employment is in Queensland, although this industry accounts for just 3% of state jobs and there have been significant job losses over the past few years (down by 18,200 or 23.0% over the two years to November 2015).

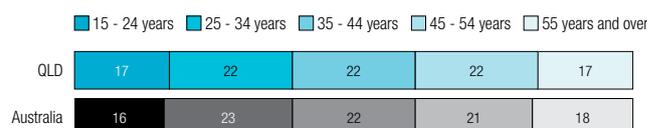
Workers in this state are less likely to have post-school qualifications than those in other states (36% do not have post-school qualifications compared with 32% nationally). Relatively few hold a bachelor degree or higher qualification (25% compared with 31% nationally).

Workers aged 15 to 24 years have a higher share of jobs in Queensland than they have in any other state or territory. They account for 17% of state employment but comprise larger shares in Townsville and Toowoomba (19% and 18%, respectively).

Educational attainment, Queensland (% of workforce)



Age profile, Queensland (% of workforce)



Employment by industry, Queensland

Industries	Employ't	Share	5 year	
	Nov 2015	of total	change to	Nov 2015
	'000	%	'000	%
Accommodation and Food Services	167.1	7	-0.6	-0.3
Administrative and Support Services	85.7	4	4.6	5.7
Agriculture, Forestry and Fishing	58.5	2	-18.7	-24.2
Arts and Recreation Services	38.6	2	1.9	5.2
Construction	204.5	9	-21.0	-9.3
Education and Training	203.2	9	37.6	22.7
Electricity, Gas, Water and Waste Services	29.4	1	-1.0	-3.2
Financial and Insurance Services	66.0	3	16.3	32.9
Health Care and Social Assistance	315.0	13	61.0	24.0
Information Media and Telecommunications	32.5	1	-0.4	-1.2
Manufacturing	171.4	7	-12.4	-6.7
Mining	61.2	3	9.9	19.2
Other Services	104.2	4	18.2	21.1
Professional, Scientific and Technical Services	180.5	8	35.0	24.1
Public Administration and Safety	146.7	6	6.2	4.4
Rental, Hiring and Real Estate Services	51.1	2	-3.8	-7.0
Retail Trade	249.6	11	-9.0	-3.5
Transport, Postal and Warehousing	131.6	6	5.0	3.9
Wholesale Trade	68.5	3	-7.0	-9.2

Employment by region, Queensland

Regions	Employment				Employment Profile		Projected Employment	
	Employ't	Share of	5 year change		Part-time	Female	5 year change	
	Nov 2015	state total	to Nov 2015		%	%	to Nov 2020	
	'000	%	'000	%			'000	%
Greater Brisbane	1,162.3	50	57.9	5.2	29	47	107.6	9.1
Cairns	107.2	5	-11.5	-9.7	31	47	8.4	7.8
Darling Downs - Maranoa	62.5	3	-0.4	-0.6	26	43	1.5	2.3
Fitzroy	113.0	5	10.4	10.1	23	44	5.8	5.1
Gold Coast	304.2	13	41.2	15.7	32	48	35.7	11.4
Mackay	93.1	4	1.3	1.4	26	40	4.1	4.3
Queensland - Outback	46.7	2	6.0	14.9	18	40	0.1	0.2
Sunshine Coast	165.6	7	18.4	12.5	35	47	11.7	6.9
Toowoomba	68.8	3	0.0	0.0	28	49	3.4	4.9
Townsville	108.5	5	-11.5	-9.5	31	48	4.0	3.6
Wide Bay	107.3	5	-6.9	-6.0	36	50	5.3	4.9
Queensland¹	2,366.1	100	111.7	5.0	30	47	187.6	7.9
Australia	11,855.8	-	710.1	6.4	31	46	989.7	8.3

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

Sources: ABS, Labour Force (trend and annual averages of original data); ABS, Education and Work; Department of Employment, Regional Employment Projections



SOUTH AUSTRALIA

805,300

EMPLOYED
November 2015



Projected to grow by **5.1%** over the next 5 years

South Australia is a small employing state (805,300 workers) which has experienced subdued labour market conditions over recent years. Employment rose by 2,500 or 0.3% over the five years to November 2015, significantly below the national average (6.4%). Growth over the past year, however, has shown some recovery (up by 0.6% or 5,100), although it still remains well below the national average (2.5%).

Female employment has risen over the past five years (up by 8,000 or 2.2%), offsetting a fall in male employment (down by 5,500 or 1.3%). Around 47% of workers in South Australia are female.

Employment is projected to increase by 5.1% over the next five years, below the national average rate (8.3%).

Over the five years to November 2015, new jobs were created in eight of the 19 industries. *Health Care and Social Assistance* contributed the most new jobs (up by 10,800), followed by *Professional, Scientific and Technical Services* (9,200) and *Agriculture, Forestry and Fishing* (by contrast with job losses in this industry nationally) and *Transport, Postal and Warehousing* (each adding 6,900).

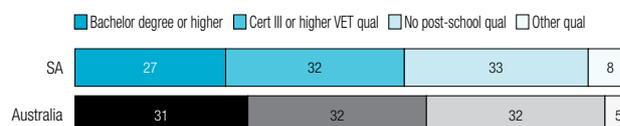
There were significant job losses in *Construction* (down by 8,900) and *Manufacturing* (5,200). These industries, though, continue to offer large numbers of jobs in this state. Together, they account for 17% of employment.

Workers in South Australia are more likely to be employed part-time (34%) than workers nationally (31%).

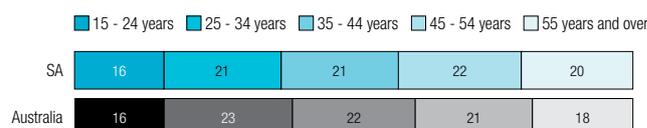
A relatively large proportion of the workforce is aged 45 years and over (42% compared with the Australian average of 39%), although young workers (15 to 24 years) account for 16% of employment, in line with the national average.

Fewer workers in this state have a bachelor degree or higher qualification (27%) compared with the national average (31%), although the proportion who hold a certificate III or higher vocational education and training (VET) qualification is the same as the national average.

Educational attainment, South Australia (% of workforce)



Age profile, South Australia (% of workforce)



Employment by industry, South Australia

Industries	Employ't Nov 2015		5 year change to Nov 2015	
	'000	Share of total %	'000	%
Accommodation and Food Services	59.5	7	-1.2	-1.9
Administrative and Support Services	28.2	4	-2.4	-7.9
Agriculture, Forestry and Fishing	39.4	5	6.9	21.2
Arts and Recreation Services	12.1	2	-0.4	-2.9
Construction	61.7	8	-8.9	-12.7
Education and Training	60.2	7	-0.6	-0.9
Electricity, Gas, Water and Waste Services	11.1	1	-0.3	-2.3
Financial and Insurance Services	23.1	3	-0.4	-1.8
Health Care and Social Assistance	118.7	15	10.8	10.0
Information Media and Telecommunications	12.1	2	-2.6	-17.6
Manufacturing	72.1	9	-5.2	-6.7
Mining	9.2	1	2.2	31.1
Other Services	30.9	4	1.7	6.0
Professional, Scientific and Technical Services	54.3	7	9.2	20.5
Public Administration and Safety	57.0	7	3.7	6.9
Rental, Hiring and Real Estate Services	10.2	1	-3.1	-23.2
Retail Trade	90.1	11	0.7	0.8
Transport, Postal and Warehousing	40.5	5	6.9	20.7
Wholesale Trade	23.5	3	-4.3	-15.6

Employment by region, South Australia

Regions	Employment				Employment Profile		Projected Employment	
	Employ't Nov 2015 '000	Share of state total %	5 year change to Nov 2015 '000 %		Part-time %	Female %	5 year change to Nov 2020 '000 %	
Greater Adelaide	627.6	78	0.1	0.0	35	47	37.8	5.9
Barossa - Yorke - Mid North	51.9	6	2.6	5.2	34	46	1.1	2.3
South Australia - Outback	42.8	5	5.2	14.0	26	40	-0.3	-0.7
South Australia - South East	81.2	10	-3.7	-4.4	34	49	2.6	3.0
South Australia¹	805.3	100	2.5	0.3	34	47	41.2	5.1
Australia	11,855.8	-	710.1	6.4	31	46	989.7	8.3

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

Sources: ABS, Labour Force (trend and annual averages of original data); ABS, Education and Work; Department of Employment, Regional Employment Projections



WESTERN AUSTRALIA

1,351,700

EMPLOYED
November 2015



Projected to grow by **6.9%** over the next 5 years

Western Australia is the fourth largest employing state, with 1,351,700 workers. Employment is highly concentrated in Perth, with more than three quarters of workers located in the capital, although some fly-in/fly-out to regional areas.

Underpinned by the resources boom, employment in Western Australia grew by 11.0% or 133,900 over the five years to November 2015, well above the national average growth rate (6.4%). Over the last year, however, employment growth slowed to just 0.3% adding 4,700 jobs, the weakest of any state or territory. Over the five years to November 2020, employment is expected to rise by 6.9%.

Employment growth over the past five years has been shared relatively evenly between females (up by 63,700 or 11.9%) and males (70,200 or 10.3%). Women, though, comprise just 44% of state employment, the lowest proportion of any jurisdiction.

Employment increased in all but four of the 19 industries over the five years to November 2015. The largest numbers of new jobs were created in *Health Care and Social Assistance* (up by 39,200), *Construction* (22,300) and *Accommodation and Food Services* (20,500).

Western Australia has 42% of all *Mining* jobs and this industry accounts for 7% of the state's workforce, but employment has declined by 10,900 or 10.1% over the past two years and further falls are expected.

Workers in this state are generally employed full-time (71%).

The state's workforce has relatively low educational attainment. One third of workers do not hold a post-school qualification and those who have completed post-school education are more likely to hold a certificate III or higher vocational education and training (VET) qualification than a bachelor degree or higher.

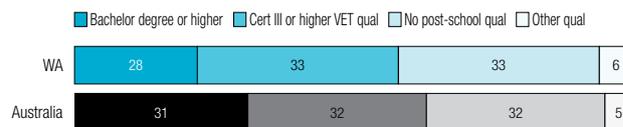
Youth (15 to 24 years) comprise 15% of the state's workers and four in five of these workers are employed in Perth.

Employment by region, Western Australia

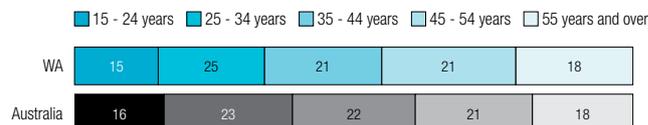
Regions	Employment			Employment Profile		Projected Employment		
	Employ't Nov 2015 '000	Share of state total %	5 year change to Nov 2015 '000 %		Part-time %	Female %	5 year change to Nov 2020 '000 %	
Greater Perth	1,058.6	78	117.5	12.5	31	45	90.0	8.4
Bunbury	96.1	7	17.6	22.4	32	45	2.9	3.0
Western Australia - Outback	136.5	10	17.0	14.2	17	39	1.4	1.0
Western Australia - Wheat Belt	61.3	5	-1.5	-2.5	32	44	0.6	0.9
Western Australia¹	1,351.7	100	133.9	11.0	29	44	94.9	6.9
Australia	11,855.8	-	710.1	6.4	31	46	989.7	8.3

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

Educational attainment, Western Australia (% of workforce)



Age profile, Western Australia (% of workforce)



Employment by industry, Western Australia

Industries	Employ't Nov 2015 '000	Share of total %	5 year change to Nov 2015	
			'000	%
Accommodation and Food Services	89.2	7	20.5	29.8
Administrative and Support Services	46.4	3	6.1	15.1
Agriculture, Forestry and Fishing	26.1	2	-14.2	-35.3
Arts and Recreation Services	25.8	2	5.7	28.5
Construction	150.8	11	22.3	17.3
Education and Training	98.4	7	3.4	3.6
Electricity, Gas, Water and Waste Services	14.5	1	-2.6	-15.1
Financial and Insurance Services	32.4	2	2.3	7.8
Health Care and Social Assistance	156.1	12	39.2	33.5
Information Media and Telecommunications	15.0	1	0.8	5.6
Manufacturing	79.5	6	-6.0	-7.0
Mining	97.2	7	6.6	7.3
Other Services	61.5	5	4.8	8.4
Professional, Scientific and Technical Services	105.5	8	17.0	19.1
Public Administration and Safety	80.5	6	7.7	10.5
Rental, Hiring and Real Estate Services	26.8	2	4.5	20.4
Retail Trade	138.4	10	16.0	13.0
Transport, Postal and Warehousing	73.3	5	15.3	26.4
Wholesale Trade	40.2	3	-0.8	-2.0

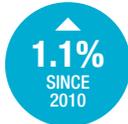
Sources: ABS, Labour Force (trend and annual averages of original data); ABS, Education and Work; Department of Employment, Regional Employment Projections



TASMANIA

241,900

EMPLOYED
November 2015



Projected to grow by **5.1%** over the next 5 years

Tasmania is the smallest employing state, with 241,900 workers, and it has the most regionally diverse employment. Just 44% of jobs are in Hobart. Employment rose slightly over the five years to November 2015 (up by 1.1% or 2,700). Females had a relatively low share of the new jobs (up by 800 or 0.7%), but they comprise 47% of the state's workforce (compared with 46% nationally).

Stronger employment growth is expected over the five years to November 2020 (up 5.1%).

Agriculture, Forestry and Fishing is an important industry for this state. It represents 6% of state employment, and the state has 5% of all *Agriculture, Forestry and Fishing* jobs, well above its share of total national employment (2%). There have, though, been some job losses in this industry over the past five years (down by 1,900 or 12.6%).

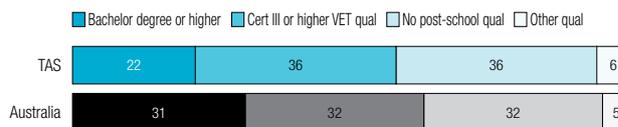
Tourism is another important source of demand for workers in this state. *Accommodation and Food Services* contributed the largest number of new jobs over the five years to November 2015 (up by 4,300) and it is the third largest employing industry (21,400).

Tasmania has the oldest workforce of any state or territory, with 45% of its workers aged 45 years and over, although the proportion who are young (15 to 24 years) is similar to the national average.

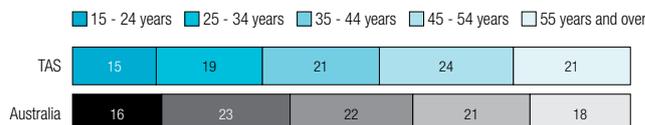
This state also has the highest incidence of part-time employment (36% of workers are employed on this basis).

Relatively few Tasmanian workers have post-school qualifications and those who do are markedly more likely to hold a certificate III or higher vocational education and training (VET) qualification than a bachelor degree or higher.

Educational attainment, Tasmania (% of workforce)



Age profile, Tasmania (% of workforce)



Employment by industry, Tasmania

Industries	Employ't Nov 2015 '000	Share of total %	5 year change to Nov 2015	
			'000	%
Accommodation and Food Services	21.4	9	4.3	24.7
Administrative and Support Services	6.0	3	-0.4	-6.6
Agriculture, Forestry and Fishing	13.3	6	-1.9	-12.6
Arts and Recreation Services	4.9	2	-0.5	-8.8
Construction	19.9	8	1.4	7.3
Education and Training	18.7	8	-0.2	-1.2
Electricity, Gas, Water and Waste Services	3.7	2	0.1	2.5
Financial and Insurance Services	5.3	2	-0.3	-6.1
Health Care and Social Assistance	34.0	14	3.0	9.6
Information Media and Telecommunications	4.5	2	0.3	6.8
Manufacturing	19.1	8	0.1	0.8
Mining	2.3	1	-1.2	-33.3
Other Services	8.7	4	-1.8	-17.3
Professional, Scientific and Technical Services	12.8	5	-0.9	-6.7
Public Administration and Safety	18.2	7	1.2	6.8
Rental, Hiring and Real Estate Services	3.9	2	0.6	18.2
Retail Trade	25.8	11	-1.4	-5.0
Transport, Postal and Warehousing	12.2	5	0.7	6.2
Wholesale Trade	5.2	2	-2.5	-32.3

Employment by region, Tasmania

Regions	Employment				Employment Profile		Projected Employment	
	Employ't Nov 2015 '000	Share of state total %	5 year change to Nov 2015		Part-time %	Female %	5 year change to Nov 2020	
			'000	%			'000	%
Greater Hobart	106.1	44	2.4	2.3	36	48	6.5	6.1
Launceston and North East	65.1	27	-3.4	-5.0	35	46	3.5	5.4
South East	16.8	7	1.1	6.8	34	45	0.7	4.4
West and North West	52.5	22	2.7	5.4	35	46	1.5	2.9
Tasmania¹	241.9	100	2.7	1.1	36	47	12.3	5.1
Australia	11,855.8	-	710.1	6.4	31	46	989.7	8.3

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

Sources: ABS, Labour Force (trend and annual averages of original data); ABS, Education and Work; Department of Employment, Regional Employment Projections



NORTHERN TERRITORY

132,800

EMPLOYED
November 2015



Projected to grow by **7.4%** over the next 5 years

There are 132,800 workers in the Northern Territory (NT), making it the smallest labour market in Australia. Three in every five workers are in Darwin, although there are more than 50,000 jobs outside the capital.

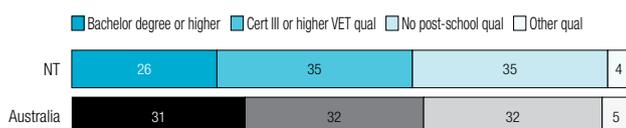
Over the five years to November 2015, employment increased strongly (up by 9.6% or 11,600). Female employment rose by 9.1% (or 5,000). Male employment growth was slightly stronger (up by 9.9% or 6,600). Employment is projected to grow by 7.4% over the five years to November 2020.

A relatively large proportion of NT workers are employed in *Public Administration and Safety* (17% compared with 6% nationally), and this industry added the largest number of new jobs over the five years to November 2015 (up by 5,400). *Construction* is the second largest industry with 12% of employment (or 15,800 workers) and 3,200 new jobs were created in this sector.

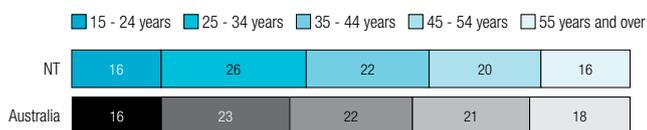
Young people (15 to 24 years) in the NT are less likely to be engaged in education or employment, with 84% in work or full-time study, compared with 89% nationally.

Around 60% of the NT workforce holds a post-school qualification, with workers more likely to hold a certificate III or higher vocational education and training (VET) qualification than a bachelor degree or higher. Around 19% of workers are employed part-time, the lowest of any state or territory.

Educational attainment, Northern Territory (% of workforce)



Age profile, Northern Territory (% of workforce)



Employment by region, Northern Territory

Regions	Employment			Employment Profile		Projected Employment	
	Employ't Nov 2015	5 year change to Nov 2015	%	Part-time	Female	5 year change to Nov 2020	%
Darwin	81.5	9.0	12.4	19	47	7.1	8.6
NT - Outback	52.1	4.0	8.3	19	43	2.7	5.4
Northern Territory¹	132.8	11.6	9.6	19	45	9.8	7.4
Australia	11,855.8	710.1	6.4	31	46	989.7	8.3

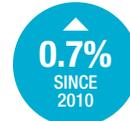
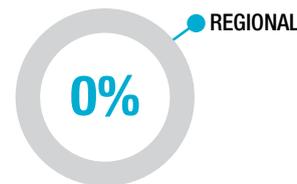
1. Some data are trend and, for these, totals do not add

Sources: ABS, Labour Force (trend and annual averages of original data); ABS, Education and Work; Department of Employment, Regional Employment Projections

AUSTRALIAN CAPITAL TERRITORY

209,800

EMPLOYED
November 2015



Projected to grow by **7.2%** over the next 5 years

The Australian Capital Territory (ACT) labour market is small and highly skilled. There are 209,800 workers (around 2% of the national total) and 43% have a bachelor degree or higher qualification.

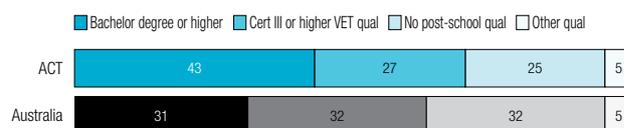
Over the five years to November 2015, employment rose by 1,400 (or 0.7%). Female employment increased by 3,000 or 2.9%, offsetting a fall in male employment (down by 1,600 or 1.5%). Women have a high share of ACT jobs (49%). ACT employment is projected to continue to rise over the next five years (up by 7.2%).

Public Administration and Safety is the largest employing industry, with 29% of all ACT workers. Employment in this industry fell by 3,800 (or 5.9%) over the five years to November 2015, driven by declines over the last two years (down by 9,300 or 13.4%). *Health Care and Social Assistance* is the second largest employing industry (10% of the workforce), followed by *Professional, Scientific and Technical Services* and *Education and Training* (both 9%). These three industries, combined, contributed 8,200 new jobs over the past five years.

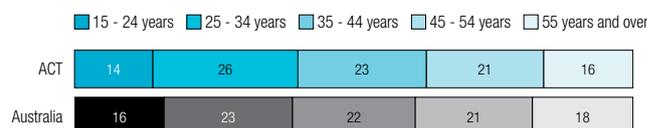
Manufacturing and Construction have low shares of employment and there have been job losses in these industries over the past five years. Consequently relatively few workers have a certificate III or higher vocational education and training (VET) qualification.

Around 93% of young people (15 to 24 years) are either in work or full-time study (compared with 89% nationally).

Educational attainment, Australian Capital Territory (% of workforce)



Age profile, Australian Capital Territory (% of workforce)



Employment by region, Australian Capital Territory

Regions	Employment			Employment Profile		Projected Employment	
	Employ't Nov 2015	5 year change to Nov 2015	%	Part-time	Female	5 year change to Nov 2020	%
Australian Capital Territory	209.8	1.4	0.7	27	49	15.3	7.2
Australia	11,855.8	710.1	6.4	31	46	989.7	8.3



INDUSTRY OVERVIEW

In which industries do Australians work?

There are 19 broad industries. The four largest, collectively, account for around 40% of employment. They are

- *Health Care and Social Assistance* (1,523,000)
- *Retail Trade* (1,267,400)
- *Construction* (1,046,900)
- *Professional, Scientific and Technical Services* (1,023,300).

Which industries have grown/declined?

Over the five years to November 2015, employment increased in 15 of the 19 industries. The largest numbers of new jobs were created in

- *Health Care and Social Assistance* (up by 256,600)
- *Professional, Scientific and Technical Services* (173,000)
- *Education and Training* (88,100).

Four industries recorded a fall in employment (although some subsectors within these had jobs growth)

- *Manufacturing* (down by 117,700)
- *Agriculture, Forestry and Fishing* (38,800)
- *Wholesale Trade* (13,500)
- *Electricity, Gas, Water and Waste Services* (8,900).

In which industries do young people work?

Young people (15 to 24 years) work in all industries, but those with the largest numbers of young workers are

- *Retail Trade* (more than 410,000)
- *Accommodation and Food Services* (more than 360,000)
- *Construction* (more than 170,000).

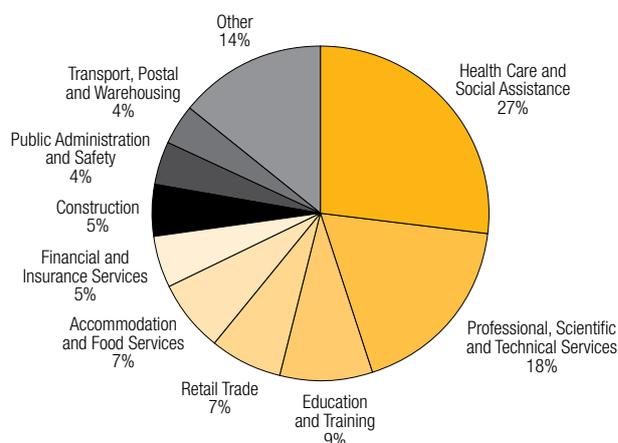
Where do females work?

Although women are employed in every industry, there is a marked variation in gender profiles across industries. There are larger numbers of women employed in *Health Care and Social Assistance* (79% of workers are female) and *Education and Training* (70%) than men. In *Construction*, though, men significantly outnumber women (who have just 11% of jobs).

Industries with large numbers of female workers are

- *Health Care and Social Assistance* (around 1.2 million)
- *Retail Trade* (close to 700,000)
- *Education and Training* (more than 650,000).

Share of total new jobs, five years to November 2015 (%)



Employment by industry

Industry	Employment				Employment Profile					Projected Employment	
	Employ't Nov 2015 '000	Share of total %	5 year change to Nov 2015 '000	%	Part-time %	Female %	Aged 15 to 24 years %	Aged 45 years and over %	Regional %	5 year change to Nov 2020 '000	%
Accommodation and Food Services	824.1	7	64.5	8.5	58	54	44	21	36	98.8	12.0
Administrative and Support Services	418.5	4	29.8	7.7	41	50	11	41	29	32.6	7.8
Agriculture, Forestry and Fishing	305.6	3	-38.8	-11.3	27	32	9	58	84	-9.4	-3.1
Arts and Recreation Services	227.7	2	31.5	16.0	46	46	25	31	28	24.5	10.8
Construction	1,046.9	9	46.7	4.7	15	11	17	35	31	87.0	8.3
Education and Training	938.0	8	88.1	10.4	39	70	9	47	32	121.7	13.0
Electricity, Gas, Water and Waste Services	139.6	1	-8.9	-6.0	9	22	6	44	36	0.8	0.6
Financial and Insurance Services	440.2	4	49.4	12.6	17	51	7	33	14	37.4	8.5
Health Care and Social Assistance	1,523.0	13	256.6	20.3	45	79	10	46	34	250.2	16.4
Information Media and Telecommunications	219.8	2	7.1	3.3	21	43	12	31	15	8.8	4.0
Manufacturing	860.2	7	-117.7	-12.0	15	27	12	44	31	-45.7	-5.3
Mining	225.8	2	25.0	12.5	3	14	7	37	56	-31.9	-14.1
Other Services	478.5	4	28.9	6.4	30	42	18	37	33	25.5	5.3
Professional, Scientific and Technical Services	1,023.3	9	173.0	20.3	22	41	10	36	18	151.2	14.8
Public Administration and Safety	735.2	6	38.6	5.5	19	49	6	46	32	51.2	7.0
Rental, Hiring and Real Estate Services	216.8	2	10.8	5.2	25	50	11	43	29	25.8	11.9
Retail Trade	1,267.4	11	66.1	5.5	49	55	33	30	32	106.0	8.4
Transport, Postal and Warehousing	611.2	5	35.1	6.1	20	23	7	51	29	52.2	8.5
Wholesale Trade	391.3	3	-13.5	-3.3	17	32	9	46	26	3.1	0.8
All Industries¹	11,855.8	100	710.1	6.4	31	46	16	39	32	989.7	8.3

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

Sources: ABS, Labour Force (trend and annual averages of original data); Department of Employment, Industry Employment Projections



AUSTRALIA'S CHANGING INDUSTRY STRUCTURE

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

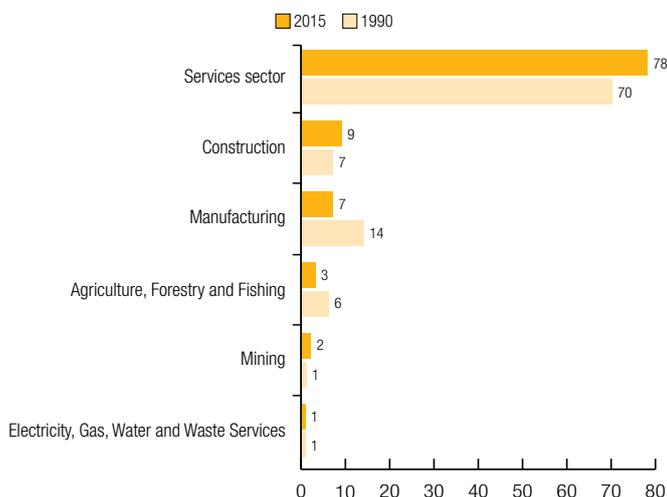
A quarter of a century ago, *Manufacturing* was the largest employing industry in Australia. Today, it is the sixth largest and accounts for 7% of total employment. The decline of *Manufacturing* has been caused by many factors, including increased competition from overseas manufacturers, who often have significantly lower production costs.

People are also less likely to be employed in the *Agriculture, Forestry and Fishing* sector than they were 25 years ago. In 1990, 6% of the workforce was employed in this industry compared with 3% in 2015. This has been due to a combination of factors, including the effect of long droughts and labour saving technology. Nonetheless, this sector continues to employ hundreds of thousands of Australians, particularly in regional areas, and to create jobs in other industries including *Manufacturing* (there are expected to be new jobs created in Food Product Manufacturing) and *Transport, Postal and Warehousing*.

The importance of the services sector to the economy has expanded rapidly over recent years, offsetting the decline in *Manufacturing and Agriculture, Forestry and Fishing*. Today, almost four out of every five Australian workers are employed in a service industry. The broad grouping of the services sector can be considered to include all industries with the exception of *Manufacturing; Construction; Agriculture, Forestry and Fishing; Mining; and Electricity, Gas, Water and Waste Services*, although, even within these industries, there are clearly 'service' components.

Much of the growth in the services sector has been driven by *Health Care and Social Assistance*. This industry has shown strong and consistent growth in the past decade and with Australia's ageing population requiring more care, this industry will continue to grow. The *Professional, Scientific and Technical Services* industry has also displayed strong employment growth, assisted by higher levels of business investment in technology, as well as the outsourcing of industry services, particularly those associated with Architectural, Legal and Accounting services.

Share of total employment, selected industries, 1990 and 2015 (%)



Sources: ABS, Labour Force (trend and annual averages of original data); ABS, Education and Work; Department of Employment, Industry Employment Projections

ACCOMMODATION AND FOOD SERVICES

842,100

EMPLOYED
November 2015



Projected to grow by **12.0%** over the next 5 years

Top 5 Occupations	This Industry	All Industries
Waiters	112,300	120,000
Kitchenhands	92,700	127,100
Bar Attendants and Baristas	84,600	93,700
General Sales Assistants	74,700	552,800
Chefs	73,100	85,000

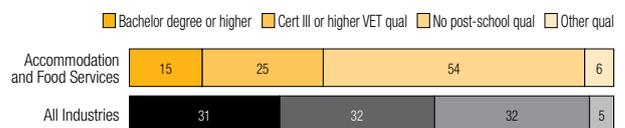
Accommodation and Food Services accounts for 7% of Australia's workforce, employing 842,100 people, with around 300,000 in regional areas. Almost nine of every ten jobs are in the Food and Beverage Services subsector, with the balance being in Accommodation. One in four workers is a Waiter or Kitchenhand.

Employment rose strongly over the five years to November 2015 (up by 8.5% or 64,500) and further above average growth is expected over the next five years (up by 12.0% or 98,800, compared with the all industries rate of 8.3%).

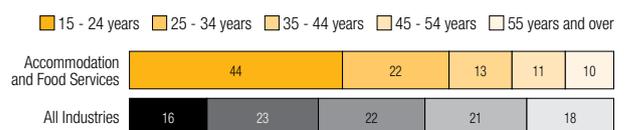
This industry provides good entry-level job opportunities to the labour market. More than half the workers do not have a post-school qualification and 58% are employed part-time, the highest proportion of any industry. This makes it an attractive option for youth (15 to 24 years) who want to combine work and study and gain important workplace skills. Young workers comprise 44% of employment in *Accommodation and Food Services*, the highest of any industry.

Around 54% of workers in this industry are female.

Educational attainment, Accommodation and Food Services (% of industry total)



Age profile, Accommodation and Food Services (% of industry total)



ADMINISTRATIVE AND SUPPORT SERVICES

418,500

EMPLOYED
November 2015



Projected to grow by **7.8%** over the next 5 years

Top 5 Occupations	This Industry	All Industries
Commercial Cleaners	63,400	136,300
Human Resource Professionals	24,700	59,000
Domestic Cleaners	24,500	32,300
Tourism and Travel Advisers	21,900	25,600
Gardeners	20,900	64,300

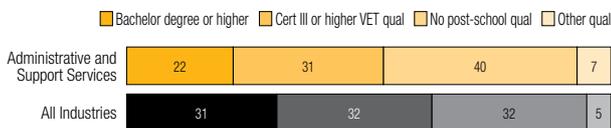
Administrative and Support Services is a small industry, accounting for 4% of Australia's workforce. Employment increased by 29,800 or 7.7% over the five years to November 2015. A similar growth rate is expected over the five years to November 2020 (up by 7.8% or 32,600).

Employment is relatively evenly distributed between Administrative Services and Building Cleaning, Pest Control and Other Support Services, but the vast majority of new jobs have been created in Administrative Services (up by 24,300).

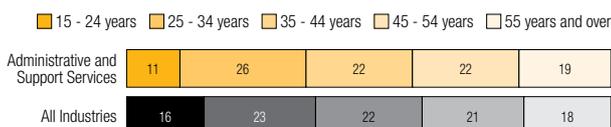
Around 40% of workers do not have post-school qualifications and, for those who do, the vocational education and training (VET) sector is the main provider of skills. Reflecting the services offered by firms in this industry, large numbers of cleaners are employed.

Relatively high proportions of workers in *Administrative and Support Services* are female (50%) and part-time employment is relatively common (41%) compared with the all industries averages (46% and 31%, respectively).

Educational attainment, Administrative and Support Services (% of industry total)



Age profile, Administrative and Support Services (% of industry total)



AGRICULTURE, FORESTRY AND FISHING

305,600

EMPLOYED
November 2015



Projected to fall by **3.1%** over the next 5 years

Top 5 Occupations	This Industry	All Industries
Livestock Farmers	76,200	77,000
Crop Farmers	33,700	39,400
Livestock Farm Workers	26,700	31,700
Mixed Crop and Livestock Farmers	25,200	25,800
Crop Farm Workers	19,300	24,000

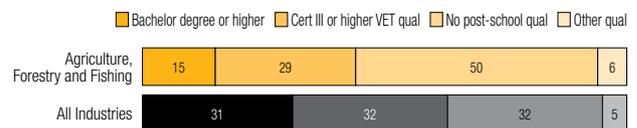
Agriculture, Forestry and Fishing is a small employing industry, with 3% of national employment, but it offers around 250,000 jobs in regional Australia (representing 84% of its workforce). The largest employing subsector is Agriculture, which has close to 90% of this industry's jobs.

Employment in *Agriculture, Forestry and Fishing* fell by 11.3% over the five years to November 2015, with nearly every subsector losing jobs. Despite the fall nationally, there was some growth in Victoria (up by 14,700 or 19.9%) and South Australia (6,900 or 21.2%). Further job losses are projected over the five years to November 2020 (down by 9,400 or 3.1%).

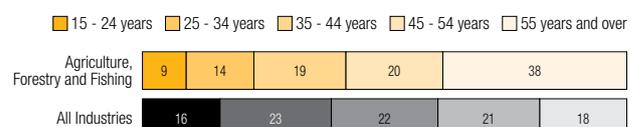
Consistent with the concentration of employment in Agriculture, half the workers in this industry are Farmers and Farm Managers.

The workforce profiles of this industry are quite different from the averages across all industries. Many of the skills are learned on-the-job and 50% of workers do not hold post-school qualifications. The *Agriculture, Forestry and Fishing* workforce is also significantly older than the all industries average, with 58% of workers aged 45 years and over (compared with 39%). Youth (15 to 24 years) make up 9% of employment. Jobs are more likely to be full-time and workers are less likely to be female than the all industries averages.

Educational attainment, Agriculture, Forestry and Fishing (% of industry total)



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



Sources: ABS, Labour Force (trend and annual averages of original data); ABS, Education and Work; Department of Employment, Industry Employment Projections



ARTS AND RECREATION SERVICES

227,700

EMPLOYED
November 2015



Projected to grow by **10.8%** over the next 5 years

Top 5 Occupations	This Industry	All Industries
Sports Coaches, Instructors and Officials	20,100	45,300
Fitness Instructors	10,800	31,000
Sportspersons	9,800	13,600
Amusement, Fitness and Sports Centre Managers	8,300	15,100
Gaming Workers	7,700	8,400

Arts and Recreation Services accounts for 2% of Australia's workforce, with employment of 227,700. 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.

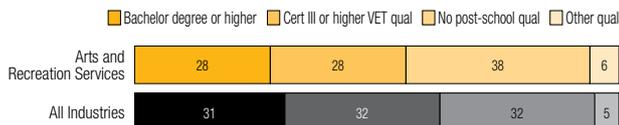
The industry experienced above average employment growth over the five years to November 2015 (up by 16.0% or 31,500) and this is expected to continue over the five years to November 2020 (up by 10.8% compared with the all industries rate of 8.3%, adding 24,500 jobs).

More than half of this industry's employment is in the Sports and Recreation Activities subsector and the largest occupations in the industry are related to these activities. This subsector is also expected to create the highest numbers of new jobs over the next five years (up by 21,200).

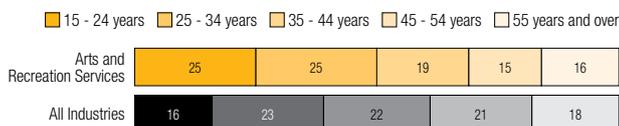
Relatively few workers in *Arts and Recreation Services* have post-school qualifications (56% compared with the all industries average of 63%). The workforce is also relatively young (a quarter of workers are aged 15 to 24 years) and there is a high incidence of part-time employment (46%).

While the majority of *Arts and Recreation Services* jobs are in capital cities, the industry employs around 63,800 people in regional areas.

Educational attainment, Arts and Recreation Services (% of industry total)



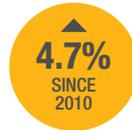
Age profile, Arts and Recreation Services (% of industry total)



CONSTRUCTION

1,046,900

EMPLOYED
November 2015



Projected to grow by **8.3%** over the next 5 years

Top 5 Occupations	This Industry	All Industries
Carpenters and Joiners	102,600	123,900
Electricians	100,300	165,500
Plumbers	74,200	87,100
Construction Managers	64,600	79,700
Building and Plumbing Labourers	42,800	54,700

Construction is the third largest industry in Australia, employing more than one million workers (9% of national employment).

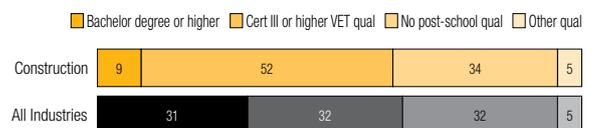
Employment increased by 46,700 (or 4.7%) over the five years to November 2015. Stronger growth is projected over the five years to November 2020 (up by 8.3% or 87,000), with the vast majority of new jobs expected in *Construction Services* (65,500).

More than half of the workers in this industry are *Technicians and Trades Workers*. Consequently, the vocational education and training (VET) sector is a key supplier of skills. Around 52% of workers hold a certificate III or higher VET qualification and 54,000 young workers are employed as an apprentice or trainee. Although the industry employs *Professionals* such as Civil Engineering Professionals and Architects, just 9% of workers hold a bachelor degree or higher qualification.

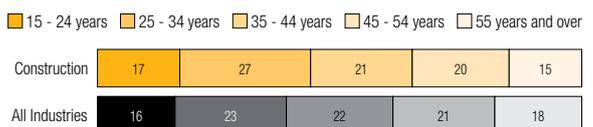
The *Construction* industry is characterised by male, full-time employment, with females having a low share of jobs (11% compared with 46% across all industries).

Around 35% of the workforce is aged 45 years and over.

Educational attainment, Construction (% of industry total)



Age profile, Construction (% of industry total)



Sources: ABS, Labour Force (trend and annual averages of original data); ABS, Education and Work; Department of Employment, Industry Employment Projections; NCVET, Apprentices and Trainees; ABS, Australian and New Zealand Standard Industrial Classification



EDUCATION AND TRAINING

938,000

EMPLOYED
November 2015



Projected to grow by **13.0%** over the next 5 years

Top 5 Occupations	This Industry	All Industries
Primary School Teachers	146,500	147,500
Secondary School Teachers	132,700	134,000
Education Aides	75,900	87,600
University Lecturers and Tutors	55,700	59,100
Private Tutors and Teachers	32,600	34,700

Education and Training is a large employing industry, with 938,000 workers or 8% of national employment, including around 300,000 jobs in regional areas.

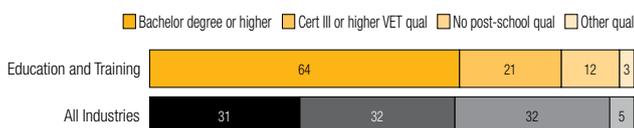
The industry has been characterised by strong employment growth over the five years to November 2015 (up by 10.4% or 88,100) with even stronger growth expected over the five years to November 2020 (up by 13.0% or 121,700). The largest numbers of new jobs are projected to be in Preschool and School Education (up by 58,100) but with significant contributions also from Tertiary Education (30,800) and Adult, Community and Other Education (30,700).

The industry is highly skilled. About 64% of workers are *Professionals* (the largest proportion of any industry), with most employed as Teachers. Reflecting this, a high proportion of workers hold a bachelor degree or higher qualification (64%). Few workers do not have post-school qualifications.

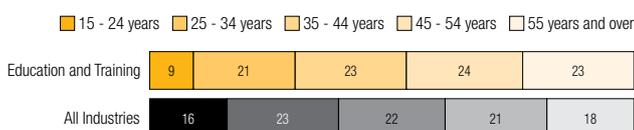
Only a small proportion of workers are aged 15 to 24 years (9%) due, in part, to the time taken to gain relevant post-school qualifications, and an above average proportion is aged 45 years and over (47% compared with 39% across all industries).

The industry's workforce is female dominated (70%) and part-time employment is common (39%).

Educational attainment, Education and Training (% of industry total)



Age profile, Education and Training (% of industry total)



ELECTRICITY, GAS, WATER AND WASTE SERVICES

139,600

EMPLOYED
November 2015



Projected to grow by **0.6%** over the next 5 years

Top 5 Occupations	This Industry	All Industries
Truck Drivers	11,000	173,000
Electricians	9,500	165,500
Electrical Distribution Trades Workers	4,800	8,700
Contract, Programme and Project Administrators	4,700	126,600
Metal Fitters and Machinists	4,400	117,200

Electricity, Gas, Water and Waste Services is Australia's smallest industry, with employment of 139,600 or just 1% of the national total.

Employment fell over the five years to November 2015 (down by 6.0% or 8,900), but a small increase in employment is expected over the five years to November 2020 (up by 800 or 0.6%).

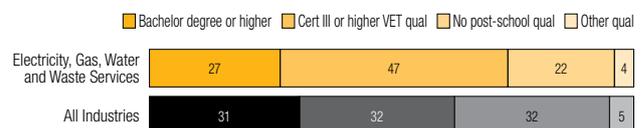
The workforce is highly skilled. Nearly three quarters of workers have a post-school qualification (compared with the all industries average of 63%), with a particularly high proportion holding a vocational education and training (VET) qualification at the certificate III or higher level. Consistent with this, around a quarter of workers are *Technicians and Trades Workers*.

Women have a low share of jobs in this industry (22%) and few workers are employed part-time (9%).

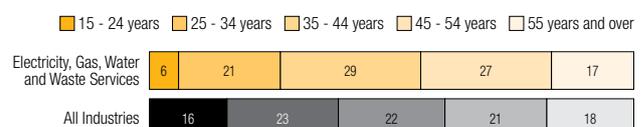
The proportion of the workforce aged 45 years and over is higher than the all industries average (44% compared with 39%) and young people (15 to 24 years) make up just 6% of employment.

Around 36% of *Electricity, Gas, Water and Waste Services* jobs are in regional areas, higher than the all industries average (32%).

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



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



Sources: ABS, Labour Force (trend and annual averages of original data); ABS, Education and Work; Department of Employment, Industry Employment Projections



FINANCIAL AND INSURANCE SERVICES

440,200

EMPLOYED
November 2015



Projected to grow by **8.5%** over the next 5 years

Top 5 Occupations	This Industry	All Industries
Bank Workers	53,800	60,200
Financial Investment Advisers and Managers	38,500	51,800
Insurance, Money Market and Statistical Clerks	23,800	29,900
Financial Brokers	22,300	25,400
Credit and Loan Officers	22,300	31,100

Financial and Insurance Services employs 440,200 Australians, or 4% of the workforce.

Employment growth was strong over the five years to November 2015 (up by 12.6% or 49,400). Slightly weaker, albeit around average, employment growth is expected over the five years to November 2020 (up by 8.5% or 37,400).

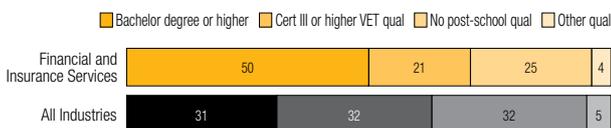
New South Wales has 42% of this industry's jobs. Just 14% of employment is in regional Australia, the lowest of any industry.

Workers in *Financial and Insurance Services* are highly qualified, with the university sector playing an important role in the provision of skills. Half the workers hold a bachelor degree or higher qualification and an additional 21% have a certificate III or higher vocational education and training (VET) qualification.

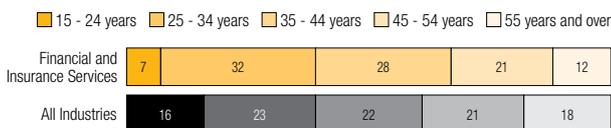
Consistent with the need for post-school qualifications for the vast majority of jobs in this industry, relatively few workers are young (7% are aged between 15 and 24 years, compared with the national average of 16%).

Women have a large share of employment (51% compared with the all industries average of 46%).

Educational attainment, Financial and Insurance Services (% of industry total)



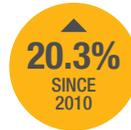
Age profile, Financial and Insurance Services (% of industry total)



HEALTH CARE AND SOCIAL ASSISTANCE

1,523,000

EMPLOYED
November 2015



Projected to grow by **16.4%** over the next 5 years

Top 5 Occupations	This Industry	All Industries
Registered Nurses	238,600	257,400
Aged and Disabled Carers	128,700	140,400
Child Carers	111,400	149,600
Nursing Support and Personal Care Workers	85,800	87,800
Receptionists	85,500	165,500

Health Care and Social Assistance is a large and strongly growing industry. More than 1.5 million workers are employed, accounting for 13% of Australia's workforce, making it Australia's largest employing industry. Over the five years to November 2015, employment grew by 20.3% (or 256,600). New jobs were created in all subsectors, but most were in Medical and Other Health Care Services (up by 142,100) with Social Assistance Services also adding a significant number (75,800).

Around 250,200 more jobs are expected over the five years to November 2020 (up by 16.4%).

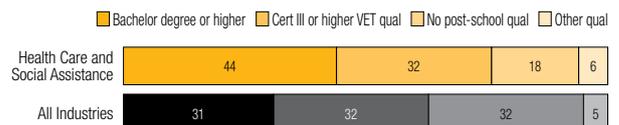
Nearly four in five workers in *Health Care and Social Assistance* have completed post-school study. While a large proportion holds a bachelor degree or higher qualification (44%), vocational education and training (VET) qualifications are also a significant pathway to employment.

The strong growth in this sector has been accompanied by a very strong rise in related university enrolments (up by 45% over the five years to 2014) suggesting there may be strong competition for available jobs despite the projected employment growth.

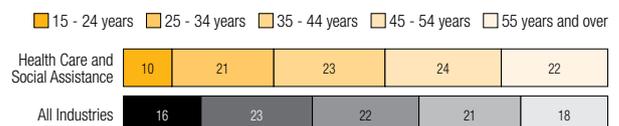
Women have a particularly large share of jobs (nearly four in every five), the largest proportion of any industry. Part-time employment is also common, with 45% of workers employed on this basis (compared with 31% across all industries).

Few workers are aged 15 to 24 years (10%), in part reflecting the time taken to gain relevant qualifications, and a high proportion is aged 45 years and over (46%).

Educational attainment, Health Care and Social Assistance (% of industry total)



Age profile, Health Care and Social Assistance (% of industry total)



Sources: ABS, Labour Force (trend and annual averages of original data); ABS, Education and Work; Department of Employment, Industry Employment Projections



INFORMATION MEDIA AND TELECOMMUNICATIONS

219,800

EMPLOYED
November 2015



Projected to grow by **4.0%** over the next 5 years

Top 5 Occupations	This Industry	All Industries
Telecommunications Trades Workers	14,600	22,300
Journalists and Other Writers	12,600	27,500
Film, Television, Radio and Stage Directors	9,300	14,200
Artistic Directors, Media Producers and Presenters	8,500	16,800
ICT Managers	7,200	58,000

The diverse *Information Media and Telecommunications* industry employs almost 220,000 workers, or 2% of Australia's workforce. It includes businesses engaged in newspaper and Internet publishing, radio, broadcasting and telecommunications infrastructure and networks.

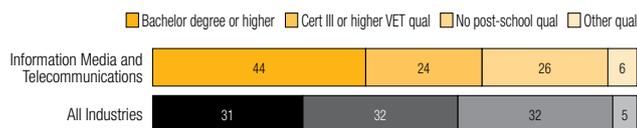
Employment growth has been relatively subdued (up by 3.3% or 7,100) over the five years to November 2015. The majority of new jobs were created in Motion Picture and Sound Recording Activities and Telecommunications Services. A similar growth rate is projected over the five years to November 2020 (up by 4.0% or 8,800) with the largest number of new jobs expected in Telecommunications Services (up by 6,400).

About 60% of jobs are located in Sydney and Melbourne.

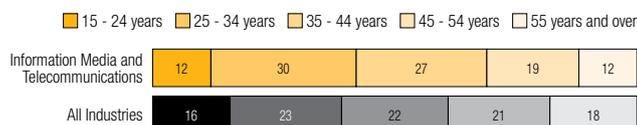
More than 40% of the workers are *Professionals*, but the largest five employing occupations demonstrate the diversity of jobs offered in this industry. Around two thirds of workers hold post-school qualifications, and they are more likely to have a bachelor degree or higher qualification than workers across all industries. Just 24% have a qualification at the certificate III or higher vocational education and training (VET) level (compared with 32% across all industries).

Relatively few workers are aged 15 to 24 years (12%) and 45 years and over (31%). Women have a slightly lower share of jobs in this industry than they have of all jobs (43% compared with 46%).

Educational attainment, Information Media and Telecommunications (% of industry total)



Age profile, Information Media and Telecommunications (% of industry total)



MANUFACTURING

860,200

EMPLOYED
November 2015



Projected to fall by **5.3%** over the next 5 years

Top 5 Occupations	This Industry	All Industries
Structural Steel and Welding Trades Workers	42,700	70,600
Production Managers	32,900	55,500
Metal Fitters and Machinists	32,000	117,200
Packers	30,900	65,300
Food and Drink Factory Workers	25,200	29,600

Over the five years to November 2015, employment in *Manufacturing* decreased by 117,700 (or 12.0%), the largest fall of any industry. It remains, though, the sixth largest employing industry, accounting for 7% of Australia's employment. Further job losses are expected over the five years to November 2020 (down by 45,700 or 5.3%), although there is expected to be growth in some subsectors, such as Food Product Manufacturing (up by 5,200).

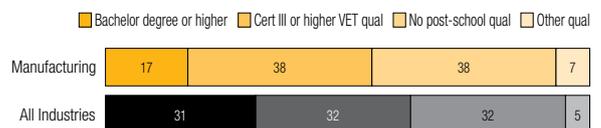
Technicians and Trades Workers is the largest occupation group and vocational education and training (VET) is a key provider of skills to this industry, with 38% of workers holding a certificate III or higher VET qualification. About 38% of workers do not hold post-school qualifications and there is significant employment in lower skilled occupations.

This industry employs more than 40,000 apprentices and trainees, around 18,000 of whom are aged 15 to 24 years.

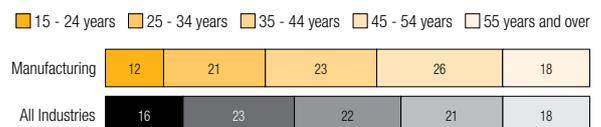
Male, full-time employment characterises this industry. Women hold 27% of jobs and just 15% of employment is part-time.

Young people also have a low share of *Manufacturing* jobs (12%). Workers aged 45 years and over comprise a relatively large proportion of the industry's workforce (44% compared with the all industries average, 39%).

Educational attainment, Manufacturing (% of industry total)



Age profile, Manufacturing (% of industry total)



Sources: ABS, *Labour Force (trend and annual averages of original data)*; ABS, *Education and Work*; Department of Employment, *Industry Employment Projections*; ABS, *Australian and New Zealand Standard Industrial Classification*



MINING

225,800

EMPLOYED
November 2015



Projected to fall by **14.1%** over the next 5 years

Top 5 Occupations	This Industry	All Industries
Drillers, Miners and Shot Firers	40,900	48,500
Metal Fitters and Machinists	24,500	117,200
Other Building and Engineering Technicians	12,400	25,400
Electricians	10,600	165,500
Truck Drivers	8,000	173,000

Mining is a small employing industry, with 225,800 workers (or 2% of national employment). Over the five years to November 2015, 25,000 new jobs were added in this industry (up by 12.5%), but employment peaked in November 2012 and has since fallen (down by 45,300 or 16.7%). Further job losses are expected over the five years to November 2020 (down by 14.1% or 31,900).

Mining jobs are concentrated in Western Australia and Queensland, with these two states accounting for around 70% of industry employment, and jobs are mainly in regional areas (56%).

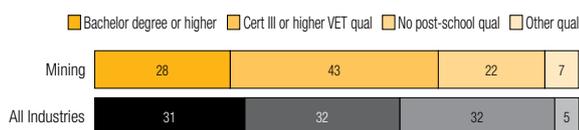
Machinery Operators and Drivers and *Technicians and Trades Workers* are the main employing occupation groups, with each accounting for 30% of *Mining* jobs.

Most workers are male (86%) and part-time employment is rare (3% of workers are employed on this basis).

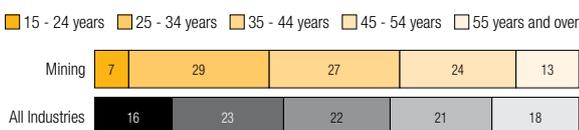
The workforce is highly skilled, with the vocational education and training (VET) sector being a key provider of skills. More than two in five workers hold a certificate III or higher VET qualification. The university sector also plays a key role in the provision of skills, with *Professionals* such as Mining Engineers and Geologists being vital to this industry.

There are relatively few jobs available for workers aged 15 to 24 years. They comprise 7% of industry employment (compared with 16% across all industries).

Educational attainment, Mining (% of industry total)



Age profile, Mining (% of industry total)



OTHER SERVICES

478,500

EMPLOYED
November 2015



Projected to grow by **5.3%** over the next 5 years

Top 5 Occupations	This Industry	All Industries
Motor Mechanics	63,300	100,700
Hairdressers	61,200	61,400
Beauty Therapists	23,800	28,100
Metal Fitters and Machinists	21,900	117,200
Panelbeaters	15,400	16,100

Other Services is a diverse industry which includes firms providing personal care, funeral and religious services, machinery and automotive repair and maintenance activities. This diversity is highlighted by the range of occupations.

It employs 478,500 workers, 28,900 (or 6.4%) more than it did five years ago. All subsectors recorded employment gains, but the vast majority of new jobs were created in Personal and Other Services (up by 23,700).

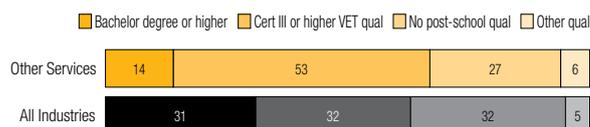
Employment growth over the five years to November 2020 is expected to be marginally weaker (up by 5.3% or 25,500).

More than half the workers in this industry are *Technicians and Trades Workers*. Accordingly, the vocational education and training (VET) sector is a key provider of skills, with 53% of workers holding a certificate III or higher VET qualification. Entry is often through an *Australian Apprenticeship*. Nearly 23,000 young workers are employed as an apprentice or trainee.

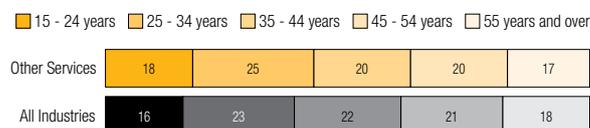
Women have a slightly lower share of jobs in this industry (42%) compared with their share of all jobs (46%). Two of the top five occupations, though, are female-dominated, Beauty Therapists and Hairdressers.

The *Other Services* industry workforce has a relatively young age profile, with a high proportion of workers aged 15 to 24 years (18%) and a low proportion aged 45 years and over (37%).

Educational attainment, Other Services (% of industry total)



Age profile, Other Services (% of industry total)



Sources: ABS, Labour Force (trend and annual averages of original data); ABS, Education and Work; Department of Employment, Industry Employment Projections; NCVET, Apprentices and Trainees; ABS, Australian and New Zealand Standard Industrial Classification



PROFESSIONAL, SCIENTIFIC AND TECHNICAL SERVICES

1,023,300

EMPLOYED
November 2015



Projected to grow by **14.8%** over the next 5 years

Top 5 Occupations	This Industry	All Industries
Accountants	94,800	188,100
Software and Applications Programmers	54,300	98,300
Solicitors	50,300	67,700
Graphic and Web Designers, and Illustrators	27,200	46,500
Management and Organisation Analysts	25,100	66,100

Professional, Scientific and Technical Services is Australia's fourth largest employing industry, with 9% of the national workforce. It includes firms providing a diverse range of activities, such as legal and accounting services, veterinary services and computer system design.

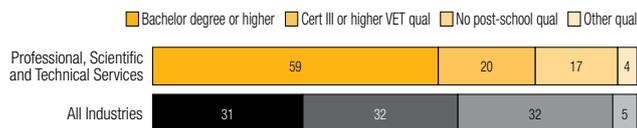
This industry (with *Health Care and Social Assistance*) recorded the strongest employment growth of any industry over the five years to November 2015 (up by 20.3% or 173,000). Strong, albeit more moderate, growth is expected to continue over the five years to November 2020 (up by 14.8% compared with 8.3% for all industries).

This industry is highly skilled with four in five workers holding a post-school qualification. Universities are the main contributors of skills, with 59% of workers holding a bachelor degree or higher qualification. Consistent with this, more than half the jobs in the industry (and the top five occupations) are for *Professionals*.

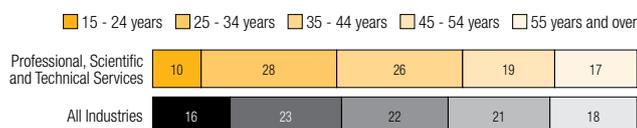
Employment is concentrated in capital cities (just 18% of jobs are in regional areas), but there are around 184,200 *Professional, Scientific and Technical Services* jobs in regional locations.

Relatively few workers in this industry are young (10% are aged 15 to 24 years) reflecting, in part, the time taken to gain relevant qualifications.

Educational attainment, Professional, Scientific and Technical Services (% of industry total)



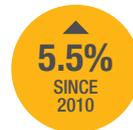
Age profile, Professional, Scientific and Technical Services (% of industry total)



PUBLIC ADMINISTRATION AND SAFETY

735,200

EMPLOYED
November 2015



Projected to grow by **7.0%** over the next 5 years

Top 5 Occupations	This Industry	All Industries
Police	56,900	58,300
General Clerks	49,800	239,900
Security Officers and Guards	35,800	53,100
Contract, Programme and Project Administrators	30,900	126,600
Inspectors and Regulatory Officers	21,100	30,300

Public Administration and Safety includes government administration and services that maintain or enforce public order and regulations. It accounts for around 6% of Australia's workforce.

Employment growth in this industry was slightly below the all industries average over the five years to November 2015 (up by 5.5%, or 38,600, compared with 6.4%). Employment is projected to rise at a slightly stronger rate over the five years to November 2020 (up by 7.0% compared with 8.3% across all industries).

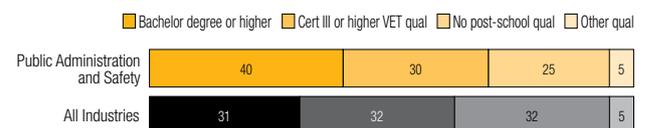
The Australian Capital Territory has a relatively high share of this industry's jobs (8% or 58,800) reflecting the location of most of the Australian Government's administration.

The workforce is highly skilled, with a relatively large proportion of workers holding post-school qualifications, particularly at the bachelor degree or higher level.

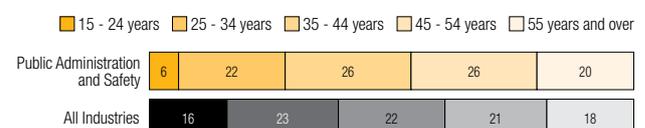
Reflecting the skill profile, a significant proportion of the workforce are *Professionals*, although the largest employing occupation group is *Clerical and Administrative Workers*. Women have 49% of jobs.

Compared with the all industries averages, few workers are employed on a part-time basis (19% compared with 31%), the workforce has a relatively old age profile, with 46% of workers aged 45 years and over (compared with the average of 39%) and just 6% are aged 15 to 24 years (compared with 16%).

Educational attainment, Public Administration and Safety (% of industry total)



Age profile, Public Administration and Safety (% of industry total)



Sources: ABS, Labour Force (trend and annual averages of original data); ABS, Education and Work; Department of Employment, Industry Employment Projections; ABS, Australian and New Zealand Standard Industrial Classification



RENTAL, HIRING AND REAL ESTATE SERVICES

216,800

EMPLOYED
November 2015



Projected to grow by **11.9%** over the next 5 years

Top 5 Occupations	This Industry	All Industries
Real Estate Sales Agents	78,000	88,900
Receptionists	8,700	165,500
Land Economists and Valuers	8,200	10,900
General Clerks	7,500	239,900
Advertising and Sales Managers	5,200	125,900

Rental, Hiring and Real Estate Services is a small industry with employment of 216,800 or 2% of Australia's workforce.

Over the five years to November 2015, employment growth was below average (up by 5.2% or 10,800) but strong growth is projected for the five years to November 2020 (up by 11.9% or 25,800).

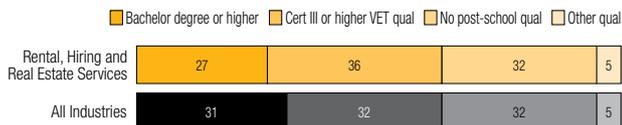
Sales Workers are key to this industry with Real Estate Sales Agents being the largest occupation, accounting for about one in three workers. Clerical and Administrative Workers are also important, having one in five jobs.

A higher proportion of this workforce is female (50%) compared with the all industries average (46%), and employment is principally full-time (75%). The workforce is relatively old, with 11% of workers aged 15 to 24 years and 43% aged 45 years and over.

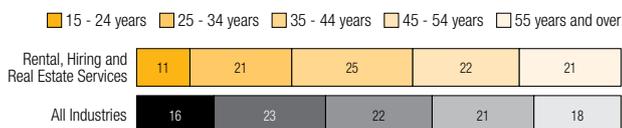
Although the proportion of workers who hold post-school qualifications is the same as the all industries average, workers are more likely to have a certificate III or higher vocational education and training (VET) qualification and less likely to hold a bachelor degree or higher qualification.

More than 60,000 jobs are located in regional Australia.

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



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



RETAIL TRADE

1,267,400

EMPLOYED
November 2015



Projected to grow by **8.4%** over the next 5 years

Top 5 Occupations	This Industry	All Industries
General Sales Assistants	397,000	552,800
Retail Managers	157,100	235,200
Checkout Operators and Office Cashiers	101,400	123,500
Shelf Fillers	53,200	58,400
Pharmacy Sales Assistants	35,800	40,600

Retail Trade is the second largest employing industry, with more than 1.2 million workers, or around one in nine working Australians. It provides jobs in almost every location, including more than 400,000 in regional Australia.

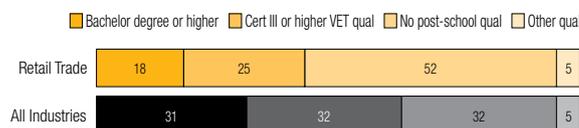
This industry recorded below average employment growth over the five years to November 2015 (up by 5.5% compared with 6.4% across all industries), with 66,100 new jobs. Jobs were created in every subsector except Food Retailing (down by 1.0% or 3,900).

Employment is projected to increase more strongly over the five years to November 2020 (up by 8.4% or 106,000), with large numbers of new jobs in Clothing, Footwear and Personal Accessory Retailing (20,400), Supermarket and Grocery Stores (17,700) and Pharmaceutical and Other Store-Based Retailing (16,900).

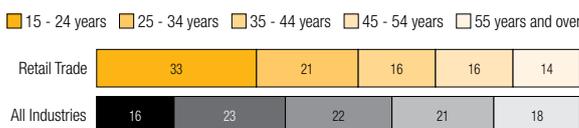
Sales Workers represent more than half the workers in this industry and many workers do not hold post-school qualifications.

Women and young people are well represented in the Retail Trade workforce. Around 55% of workers are female and one third of the workforce is aged 15 to 24 years. Almost half of all employment is part-time. This makes the industry a good entry point to the labour market, including for those who would like to combine work and study or work and carer responsibilities.

Educational attainment, Retail Trade (% of industry total)



Age profile, Retail Trade (% of industry total)



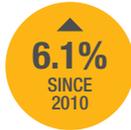
Sources: ABS, Labour Force (trend and annual averages of original data); ABS, Education and Work; Department of Employment, Industry Employment Projections



TRANSPORT, POSTAL AND WAREHOUSING

611,200

EMPLOYED
November 2015



Projected to grow by **8.5%** over the next 5 years

Top 5 Occupations	This Industry	All Industries
Truck Drivers	103,200	173,000
Couriers and Postal Deliverers	40,100	44,500
Automobile Drivers	38,200	39,600
Bus and Coach Drivers	29,500	34,400
Storepersons	27,100	124,300

Transport, Postal and Warehousing accounts for around 5% of Australia's workforce, with 611,200 jobs. Over the five years to November 2015, employment grew by 6.1% or 35,100. Stronger growth is expected over the five years to November 2020 (up by 8.5% or 52,200).

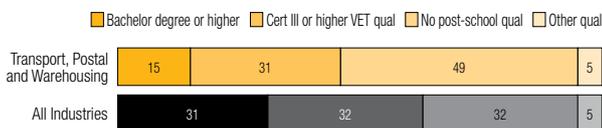
This industry is dominated by activities such as the transportation of passengers and freight by road, rail, water and air. Less than one in four workers is employed in postal and warehousing activities.

This workforce has a relatively low skill profile. Around 49% of workers do not hold post-school qualifications (compared with the all industries average of 32%). The vocational education and training (VET) sector, however, is an important contributor of skills. Almost one in three workers has a certificate III or higher VET qualification.

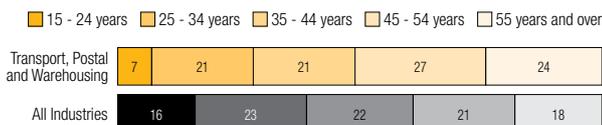
The workforce has an older age profile than the all industries average, with one of the lowest proportions of workers aged 15 to 24 years (7%) and the second highest proportion aged 45 years and over (51%).

Transport, Postal and Warehousing is male dominated (77%).

Educational attainment, Transport, Postal and Warehousing (% of industry total)



Age profile, Transport, Postal and Warehousing (% of industry total)



WHOLESALE TRADE

391,300

EMPLOYED
November 2015



Projected to grow by **0.8%** over the next 5 years

Top 5 Occupations	This Industry	All Industries
Storepersons	27,500	124,300
Sales Representatives	24,400	96,300
Purchasing and Supply Logistics Clerks	20,700	87,100
Advertising and Sales Managers	20,200	125,900
Importers, Exporters and Wholesalers	13,600	17,600

Wholesale Trade employs 391,300 workers, or 3% of Australia's workforce.

Employment fell over the five years to November 2015 (down by 3.3% or 13,500) but some new jobs are expected to be created over the five years to November 2020 (up by 3,100 or 0.8%).

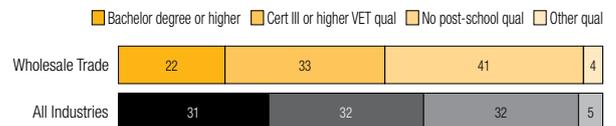
This industry's employment is concentrated in metropolitan areas, with nearly three in four workers located in capital cities.

Nearly two thirds of workers are male and full-time work is common.

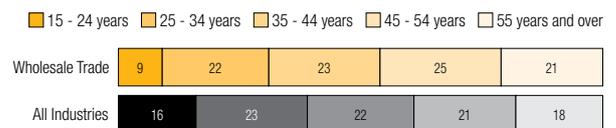
The workforce has a relatively low skill profile. Around 41% of workers do not hold post-school qualifications. Just 22% hold a bachelor degree or higher qualification but one third have vocational education and training (VET) qualifications at the certificate III or higher level.

Workers aged 15 to 24 years have a low share of *Wholesale Trade* jobs (9% compared with the all industries average of 16%). Older workers, though, comprise a large proportion of this workforce (46% of workers are aged 45 years and over compared with 31% across all industries).

Educational attainment, Wholesale Trade (% of industry total)



Age profile, Wholesale Trade (% of industry total)



Sources: ABS, Labour Force (trend and annual averages of original data); ABS, Education and Work; Department of Employment, Industry Employment Projections



OCCUPATION OVERVIEW

In which occupations do Australians work?

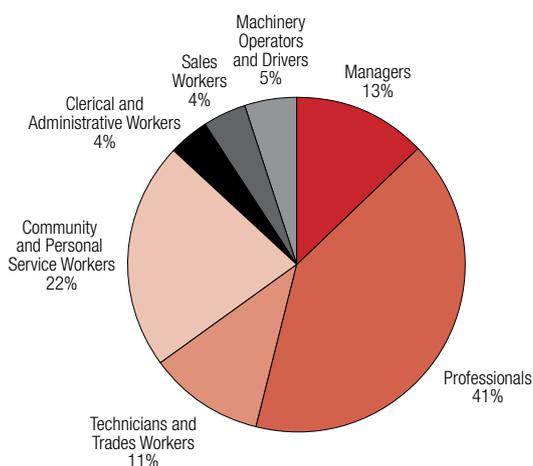
The previous section examined the industry dispersion of the labour market. It is also useful to look at occupations. An occupation involves the performance of a common set of tasks at a similar level of skill. Some occupations are concentrated in a single industry (for example, Primary School Teachers in *Education and Training*), but some occupations (such as General Clerk) are spread across industries.

Occupations can be clustered according to their skill level and skill type. Using these criteria, we identify eight major occupation groups. The largest and one of the most highly skilled is *Professionals*, which has one in four workers, or 2.7 million.

Technicians and Trades Workers is the second largest occupation group, with more than 1.7 million employed (or 15% of the workforce). It is also a skilled group.

The eight major occupation groups range from the most highly skilled *Managers* and *Professionals* to the lower skilled *Labourers* and *Machinery Operators and Drivers*. Skill level is less clearly defined, though, for *Community and Personal Service Workers*, *Clerical and Administrative Workers* and *Sales Workers*. These groups are based on the type of work done and, although they are not generally highly skilled groups, they all include occupations across a range of skill levels.

Share of total new jobs, five years to November 2015 (%)



Which occupations have grown/declined?

More than 700,000 new jobs were created in the five years to November 2015, with gains in seven of the eight occupation groups. There were job losses in the lower skilled *Labourers* group (down by 2.9% or 33,900). *Professionals* had the largest rise in employment (up by 322,500 or 41% of all new jobs). In percentage terms, strong growth was recorded for *Community and Personal Service Workers* (up by 16.3% or 170,400).

The five specific occupations which recorded the largest numbers of new jobs over the five years to November 2015 were

- General Clerks (up by 56,000)
- Registered Nurses (48,200)
- General Sales Assistants (44,500)
- Child Carers (43,500)
- Electricians (25,400).

In which occupations do young people work?

Youth (aged 15 to 24 years) are predominantly employed in occupations that offer opportunities which do not require post-school qualifications. Consistent with this, two in every five *Sales Workers* and one in four *Labourers* are aged 15 to 24 years.

Specific occupations which employ large numbers of young people include

- General Sales Assistants (277,600 young people employed)
- Checkout Operators and Office Cashiers (78,400)
- Waiters (78,000).

In which occupations do females work?

Women work in all occupations, although there is some variation across occupation groups. For example, females comprise three quarters of all *Clerical and Administrative Workers*, but just one in ten *Machinery Operators and Drivers*.

Occupations that have large numbers of female workers are

- General Sales Assistants (362,700 females employed)
- Registered Nurses (226,100)
- General Clerks (197,500).

The *Occupation Matrix* on page 40 has detailed information for specific occupations.

Employment by occupation group

Occupation Group	Employment				Employment Profile					Projected Employment	
	Employ't Nov 2015	Share of total	5 year change to Nov 2015	Part-time	Female	Aged 15 to 24 years	Aged 45 years and over	Regional	5 year change to Nov 2020		
	'000	%	'000	%	%	%	%	%	'000	%	
Managers	1,521.8	13	97.4	6.8	13	37	4	50	33	140.5	9.2
Professionals	2,728.4	23	322.5	13.4	26	54	7	38	24	396.4	14.5
Technicians and Trades Workers	1,733.3	15	85.1	5.2	14	15	18	34	35	95.9	5.5
Community and Personal Service Workers	1,217.3	10	170.4	16.3	55	68	25	33	35	231.6	19.0
Clerical and Administrative Workers	1,662.0	14	31.7	1.9	35	75	11	45	27	27.3	1.6
Sales Workers	1,130.6	10	34.7	3.2	57	61	40	27	31	104.9	9.3
Machinery Operators and Drivers	741.8	6	35.7	5.1	15	10	9	49	39	7.7	1.0
Labourers	1,122.5	10	-33.9	-2.9	46	33	24	39	41	-14.6	-1.3
All Occupations¹	11,855.8	100	710.1	6.4	31	46	16	39	32	989.7	8.3

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

Sources: ABS, Labour Force (trend and annual averages of original data); ABS, Education and Work; Department of Employment, Occupational Employment Projections

AUSTRALIA'S CHANGING OCCUPATION STRUCTURE

Over the last century, the occupation structure of the Australian workforce has changed markedly, in line with the fundamental changes in the industry structure (see page 12).

Lower skilled labouring, processing and production jobs now have a much smaller share of the labour market, consistent with decreasing numbers of jobs in *Manufacturing* and *Agriculture, Forestry and Fishing*. The shift from these lower skilled occupations has been towards occupations which require post-school qualifications (see page 22).

A quarter of a century ago, *Clerical and Administrative Workers* was the largest employing occupation group, now it is third. The decline of the importance of these workers has been caused by many factors, including changing technology.

- The lower share is particularly notable for Personal Assistants and Secretaries, and Clerical and Office Support Workers.

Workers are now also less likely to be employed as *Technicians and Trades Workers* and *Labourers* than they were in 1990, reflecting the decline in *Manufacturing* (which now has a lower share of employment and fewer workers).

- *Technicians and Trades Workers* has maintained its position as the second largest group, but it now accounts for 15% of employment, down from 17% in 1990. The most notable fall in this group was for Automotive and Engineering Trades Workers, whose share of total employment fell from 5% to 3%.
- *Labourers* share of national employment is now 4 percentage points lower due, particularly, to a fall for Factory Process Workers.

Professionals and *Community and Personal Service Workers* have increased their share of employment significantly over the past 25 years. This has been driven in large part by stronger demand for services related to *Health Care and Social Assistance*. For example, the ageing population and higher female participation have boosted demand for health services, aged care and child care.

- *Professionals* was the third largest employing occupation group in 1990, accounting for around one in six workers. Now it's the largest group and accounts for close to one in four. Business, Human Resource and Marketing Professionals have the greatest share (6% of total national employment, up from 3%), followed by Health Professionals (5%, up from 3%).
- *Community and Personal Service Workers* have increased their share of jobs by 4 percentage points over the past 25 years (to 10%), with particularly strong growth for Carers and Aides (up from 2% to 4% of total national employment).

Share of total employment, occupation groups, 1990 and 2015 (%)

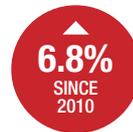
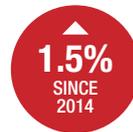


Sources: ABS, Labour Force (trend and annual averages of original data); ABS, Education and Work; Department of Employment, Occupational Employment Projections; ABS, Australian and New Zealand Standard Classification of Occupations

MANAGERS

1,521,800

EMPLOYED
November 2015



Projected to grow by 9.2% over the next 5 years

Top 5 Manager Occupations	
Retail Managers	235,200
Advertising and Sales Managers	125,900
Construction Managers	79,700
Livestock Farmers	77,000
Café and Restaurant Managers	73,000

Top 5 Employing Industries	
Retail Trade	13.3%
Agriculture, Forestry and Fishing	11.2%
Accommodation and Food Services	9.9%
Manufacturing	8.3%
Professional, Scientific and Technical Services	7.8%

Managers plan, organise, control and coordinate the operations of government, commercial and other organisations and departments. Their employment is widely dispersed across industries, although a large number are employed in *Retail Trade* (Retail Managers is the largest employing occupation in this group with 235,200 workers).

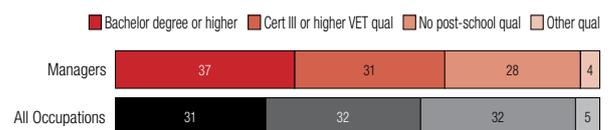
Managers make up 13% of Australia's workforce. Over the five years to November 2015, employment growth was slightly stronger than the all occupations average (up by 6.8% compared with 6.4%) with 97,400 new jobs. Over the five years to November 2020, employment growth is projected to continue to be above average (up by 9.2% or 140,500).

Most *Managers* hold post-school qualifications. Those who do not generally have many years of experience.

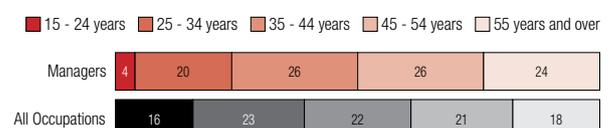
The need for experience is reflected in the occupation's age profile. Half of all *Managers* are aged 45 years and over and just 4% are aged 15 to 24 years. Young people are most likely to be employed as Hospitality, Retail and Service Managers, where they account for nearly 10% of employment.

Women hold 37% of *Managers* jobs (compared with their share of 46% of all jobs). Relatively few *Managers* work part-time (13% compared with the all occupations average of 31%).

Educational attainment, Managers (% of occupation total)



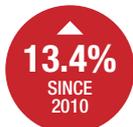
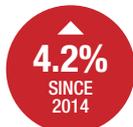
Age profile, Managers (% of occupation total)



PROFESSIONALS

2,728,400

EMPLOYED
November 2015



Projected to grow by **14.5%** over the next 5 years

Top 5 Professional Occupations

Registered Nurses	257,400
Accountants	188,100
Primary School Teachers	147,500
Secondary School Teachers	134,000
Software and Applications Programmers	98,300

Top 5 Employing Industries

Health Care and Social Assistance	22.9%
Education and Training	22.0%
Professional, Scientific and Technical Services	20.4%
Public Administration and Safety	6.7%
Finance and Insurance Services	5.7%

Professionals is a diverse and highly skilled group, covering a broad range of occupations including those specialising in medicine and health, engineering, teaching and law. *Professionals* work in every industry but three industries, *Health Care and Social Assistance*, *Education and Training* and *Professional, Scientific and Technical Services* together employ almost two thirds of all *Professionals*.

One in every four Australian workers is a *Professional*, making this the largest employing occupation group. It also provided the largest number of new jobs over the five years to November 2015 (up by 322,500 or 13.4%), with Health Professionals accounting for one in three new jobs. Employment fell, though, for Design, Engineering, Science and Transport Professionals (down by 3.2% or 12,100).

This group is expected to dominate future employment growth, with 396,400 new *Professional* jobs expected to be created over the five years to November 2020. The largest numbers of jobs are projected for Health Professionals (up by 125,100).

Employment by occupation subgroup, Professionals

Occupation Subgroup	Employment			Employment Profile			Projected Employment	
	Employ't Nov 2015	5 year change to Nov 2015	%	Female %	Aged 15 to 24 years %	Aged 45 years and over %	5 year change to Nov 2020	%
	'000	'000	%	%	%	%	'000	%
Arts and Media Professionals	104.6	16.3	18.4	45	12	37	11.6	11.1
Business, Human Resource and Marketing Professionals	648.3	69.9	12.1	49	7	34	92.9	14.3
Design, Engineering, Science and Transport Professionals	367.6	-12.1	-3.2	28	8	34	22.5	6.1
Education Professionals	550.5	60.0	12.2	72	7	44	68.7	12.5
Health Professionals	576.1	113.5	24.5	74	7	43	125.1	21.7
ICT Professionals	247.1	49.6	25.1	18	4	30	36.9	14.9
Legal, Social and Welfare Professionals	214.9	24.6	12.9	62	4	42	35.8	16.7
All Professionals¹	2,728.4	322.5	13.4	54	7	38	396.4	14.5

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

The vast majority of occupations in this group require study at university and attainment of a bachelor degree or higher, with 74% of *Professionals* holding this level of qualification.

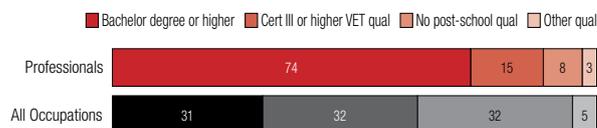
Not only has demand increased for these occupations, there has also been a rise in potential new supply, with strong growth in university enrolments over recent years (see page 31) and in the number of people completing a bachelor degree. In some *Professional* occupations, there is now strong applicant competition for graduate level positions and more than adequate supplies of qualified workers. Consistent with this, bachelor degree graduate employment outcomes have fallen over recent years (see page 32).

Women have a large share of *Professional* jobs (54%), although there is some variation across subgroups. They comprise 74% of Health Professionals but just 18% of ICT Professionals.

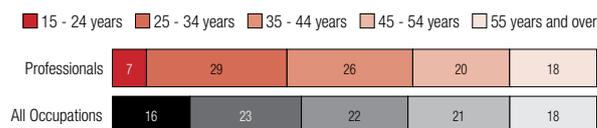
Professionals are more likely to work full-time than other workers. Around a quarter of *Professional* jobs are in regional areas, the lowest proportion of any occupation group. Nonetheless, due to the large size of this group, there are around 650,000 *Professional* jobs in regional Australia.

Relatively few *Professionals* are aged 15 to 24 years, likely reflecting the time taken to train for these occupations after completing school. There are, though, about 190,000 *Professionals* in this age group, with 20,400 Registered Nurses, 17,400 Accountants and 10,200 Primary School Teachers.

Educational attainment, Professionals (% of occupation total)



Age profile, Professionals (% of occupation total)



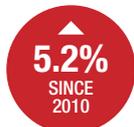
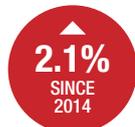
Sources: ABS, Australian and New Zealand Standard Classification of Occupations; ABS, Labour Force (trend and annual averages of original data); ABS, Education and Work; Department of Education and Training, Higher Education Student Data Collection; Department of Employment, Occupational Employment Projections; Department of Employment, Skill Shortage Research; Graduate Careers Australia, GradStats 2015



TECHNICIANS AND TRADES WORKERS

1,733,300

EMPLOYED
November 2015



Projected to grow by **5.5%** over the next 5 years

Top 5 Technicians and Trades Worker Occupations

Electricians	165,500
Carpenters and Joiners	123,900
Metal Fitters and Machinists	117,200
Motor Mechanics	100,700
Plumbers	87,100

Top 5 Employing Industries

Construction	31.5%
Manufacturing	14.7%
Other Services	14.2%
Professional, Scientific and Technical Services	6.0%
Accommodation and Food Services	6.0%

Technicians and Trades Workers 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. Some of these occupations, particularly Technicians, provide support to *Professionals*.

More than 1.7 million Australians work as a *Technician and Trades Worker* (15% of total employment). Employment increased by 5.2% or 85,100 over the five years to November 2015, with rises in all subgroups. Food Trades Workers recorded the largest number of new jobs (17,300 or 11.1%).

Over the five years to November 2020, employment of *Technicians and Trades Workers* is projected to rise at a similar rate (up by 5.5% or 95,900), but with some job losses for Automotive and Engineering Trades Workers (down by 18,100 or 4.9%).

Around 60% of *Technicians and Trades Workers* are employed in three industries, *Construction, Manufacturing and Other Services* (which includes automotive repair and maintenance).

Women have a low share of *Technicians and Trades Workers* jobs, but they have a higher share in particular occupations, such as Veterinary Nurses (99% are female), Florists (89%) and Hairdressers (88%).

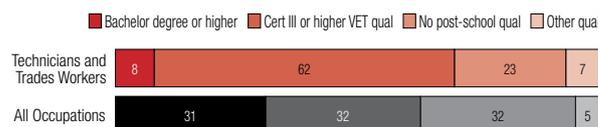
Most *Technicians and Trades Workers* are employed full-time and 35% of jobs are located outside capital cities.

The vocational education and training (VET) sector is the main supplier of skills for *Technicians and Trades Workers*. Around 62% of these workers have a certificate III or higher VET qualification. *Australian Apprenticeships* (see page 33) provide an important training pathway for many of these occupations.

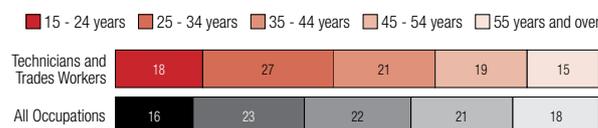
Young workers (aged 15 to 24 years) comprise 18% of *Technicians and Trades Workers* (compared with 16% across all occupations), with many of these workers (182,200) being apprentices or trainees.

Around 34% of workers are aged 45 years and over (compared with 39% across all occupations).

Educational attainment, Technicians and Trades Workers (% of occupation total)



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



Employment by occupation subgroup, Technicians and Trades Workers

Occupation Subgroup	Employment			Employment Profile			Projected Employment	
	Employ't Nov 2015	5 year change to Nov 2015		Female	Aged 15 to 24 years	Aged 45 years and over	5 year change to Nov 2020	
	'000	'000	%	%	%	%	'000	%
Engineering, ICT and Science Technicians	235.2	14.8	6.7	25	9	41	22.4	9.5
Automotive and Engineering Trades Workers	372.9	16.2	4.6	1	18	36	-18.1	-4.9
Construction Trades Workers	382.6	10.5	2.8	1	22	30	29.5	7.7
Electrotechnology and Telecommunication Trades Workers	251.0	15.1	6.4	2	21	30	28.9	11.5
Food Trades Workers	172.9	17.3	11.1	30	18	28	22.7	13.1
Skilled Animal and Horticultural Workers	120.7	4.4	3.8	30	19	36	8.7	7.2
Other Technicians and Trades Workers	189.2	3.4	1.8	47	19	39	1.3	0.7
All Technicians and Trades Workers¹	1,733.3	85.1	5.2	15	18	34	95.9	5.5

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

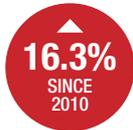
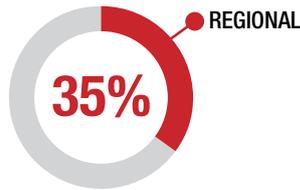
Sources: ABS, Labour Force (trend and annual averages of original data); ABS, Education and Work; Department of Employment, Occupational Employment Projections; NCVET, Apprentices and Trainees; ABS, Australian and New Zealand Standard Classification of Occupations



COMMUNITY AND PERSONAL SERVICE WORKERS

1,217,300

EMPLOYED
November 2015



Projected to grow by **19.0%** over the next 5 years

Top 5 Community and Personal Service Worker Occupations

Child Carers	149,600
Aged and Disabled Carers	140,400
Waiters	120,000
Bar Attendants and Baristas	93,700
Nursing Support and Personal Care Workers	87,800

Top 5 Employing Industries

Health Care and Social Assistance	38.3%
Accommodation and Food Services	19.9%
Public Administration and Safety	13.0%
Education and Training	11.6%
Arts and Recreation Services	5.6%

More than 1.2 million Australians (or one in ten workers) are *Community and Personal Service Workers*. This group covers a diverse range of skill levels and tasks, with occupations such as Carers and Aides, Hospitality Workers, Protective Service Workers and Sports and Personal Service Workers.

The *Health Care and Social Assistance* industry is a major source of demand for these workers, employing around two in every five. *Accommodation and Food Services, Public Administration and Safety* and *Education and Training* also employ large numbers.

Reflecting, in part, strong growth in the *Health Care and Social Assistance* industry, *Community and Personal Service Workers* had the strongest employment growth of any occupation group over the five years to November 2015 (up by 16.3% or 170,400). Employment increased in every subgroup, with Carers and Aides contributing the most new jobs (88,000).

Over the five years to November 2020, employment of *Community and Personal Service Workers* is expected to continue to increase at a stronger rate than other occupation groups (up by 19.0%), but it will add fewer jobs (up by 231,600) than *Professionals* (reflecting its smaller employment). Almost half the new jobs are expected to be for Carers and Aides.

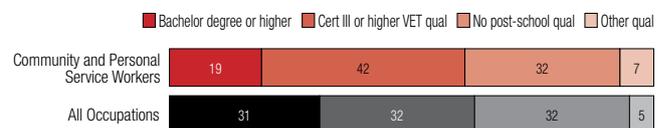
Part-time employment is common for *Community and Personal Service Workers*, with 55% employed on this basis. Around 35% of employment is located in regional areas.

Training for many of the occupations in this group is through the vocational education and training (VET) sector. Around 42% of *Community and Personal Service Workers* hold a certificate III or higher VET qualification. A small number of occupations, though, in this group may require university training (such as Ambulance Officers and Paramedics) and 19% of workers hold a bachelor degree or higher qualification.

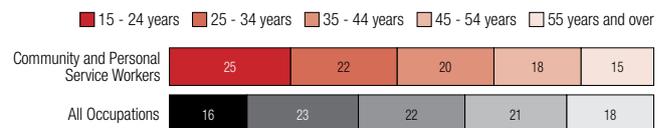
Females comprise 68% of workers and they have a large share of the jobs in every subgroup except Protective Service Workers (19% are female).

The age profile for *Community and Personal Service Workers* is younger than the all occupations average. One quarter of workers are aged 15 to 24 years, with many employed as Hospitality Workers and Sports and Personal Service Workers. One third are aged 45 years and over (compared with the all occupations average of 39%), with a high proportion of Health and Welfare Support Workers and Carers and Aides being older workers (47% and 43%, respectively).

Educational attainment, Community and Personal Service Workers (% of occupation total)



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



Employment by occupation subgroup, Community and Personal Service Workers

Occupation Subgroup	Employment			Employment Profile			Projected Employment	
	Employ't Nov 2015 '000	5 year change to Nov 2015 '000	%	Female %	Aged 15 to 24 years %	Aged 45 years and over %	5 year change to Nov 2020 '000	%
Health and Welfare Support Workers	122.9	3.9	3.2	69	8	47	16.8	13.7
Carers and Aides	488.2	88.0	22.0	86	16	43	111.8	22.9
Hospitality Workers	267.7	30.3	12.8	66	56	13	37.0	13.8
Protective Service Workers	149.0	13.7	10.2	19	6	39	14.5	9.8
Sports and Personal Service Workers	188.3	36.9	24.4	61	30	26	51.4	27.3
All Community and Personal Service Workers¹	1,217.3	170.4	16.3	68	25	33	231.6	19.0

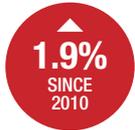
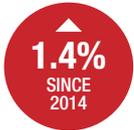
1. Some data are trend and, for these, totals do not add

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

CLERICAL AND ADMINISTRATIVE WORKERS

1,662,000

EMPLOYED
November 2015



Projected to grow by **1.6%** over the next 5 years

Top 5 Clerical and Administrative Worker Occupations

General Clerks	239,900
Receptionists	165,500
Accounting Clerks	137,400
Office Managers	129,200
Contract, Programme and Project Administrators	126,600

Top 5 Employing Industries

Health Care and Social Assistance	13.2%
Public Administration and Safety	12.9%
Professional, Scientific and Technical Services	10.6%
Financial and Insurance Services	10.2%
Transport, Postal and Warehousing	8.7%

Clerical and Administrative Workers provide support to businesses by organising, storing, manipulating and retrieving information. They are employed across all industries.

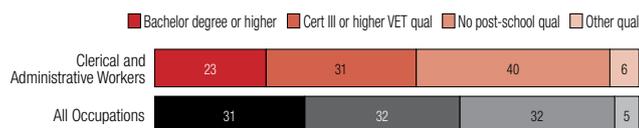
There was low growth in employment of *Clerical and Administrative Workers* over the five years to November 2015 (up by 1.9% compared with 6.4% across all occupations), adding 31,700 jobs. Employment growth is projected to continue to be limited over the five years to November 2020 (up by 1.6% or 27,300).

Many of these workers do not hold post-school qualifications. Those who do are more likely to have studied through the vocational education and training (VET) system than at university.

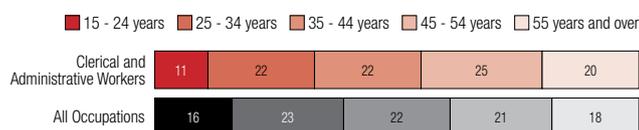
Three in four *Clerical and Administrative Workers* are female. A slightly larger proportion of workers in this group are employed part-time (35%) than the average across all occupations (31%).

This workforce is relatively old, with 45% aged 45 years and over (compared with the all occupations average of 39%) and just 11% aged 15 to 24 years (compared with 16% across all occupations).

Educational attainment, Clerical and Administrative Workers (% of occupation total)



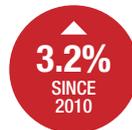
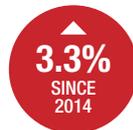
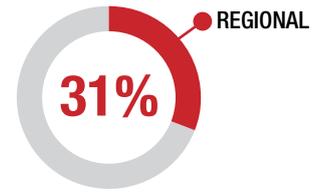
Age profile, Clerical and Administrative Workers (% of occupation total)



SALES WORKERS

1,130,600

EMPLOYED
November 2015



Projected to grow by **9.3%** over the next 5 years

Top 5 Sales Worker Occupations

General Sales Assistants	552,800
Checkout Operators and Office Cashiers	123,500
Sales Representatives	96,300
Real Estate Sales Agents	88,900
Pharmacy Sales Assistants	40,600

Top 5 Employing Industries

Retail Trade	60.4%
Accommodation and Food Services	8.8%
Rental, Hiring and Real Estate Services	8.0%
Wholesale Trade	5.6%
Manufacturing	4.1%

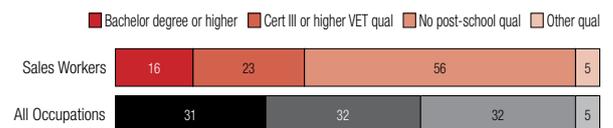
Sales Workers sell goods, services and property, and provide sales support. *Retail Trade* accounts for 60% of jobs.

More than 1.1 million Australians are employed as *Sales Workers*, or around 10% of the workforce. Employment growth over the five years to November 2015 was below average (3.2% compared with the all occupations growth of 6.4%) but 34,700 new sales jobs were created. Strong employment growth is projected, though, over the five years to November 2020 (up by 9.3% or 104,900), with almost 90,000 new jobs expected for the subgroup Sales Assistants and Salespersons.

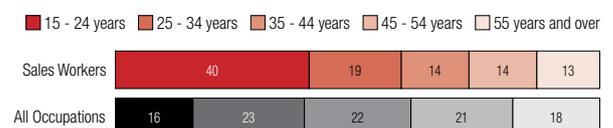
This is a relatively lower skilled occupation group (more than half its workers do not hold post-school qualifications, and employers rarely require workers who have them). *Sales Workers* provides the first job for many Australians. The majority of *Sales Workers* are employed part-time (57%) and seven day trading enables young people to combine work with study and people with caring responsibilities to combine work and family. Young workers (15 to 24 years) have 40% of *Sales Workers* jobs, higher than their share of jobs in any other occupation group.

Women have a relatively high share of employment (61%).

Educational attainment, Sales Workers (% of occupation total)



Age profile, Sales Workers (% of occupation total)

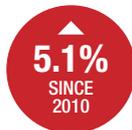


Sources: ABS, Labour Force (trend and annual averages of original data); ABS, Education and Work; Department of Employment, Occupational Employment Projections; ABS, Australian and New Zealand Standard Classification of Occupations; Department of Employment, Entry level jobs – opportunities and barriers

MACHINERY OPERATORS AND DRIVERS

741,800

EMPLOYED
November 2015



Projected to grow by **1.0%** over the next 5 years

Top 5 Machinery Operator and Driver Occupations	
Truck Drivers	173,000
Storepersons	124,300
Forklift Drivers	60,700
Drillers, Miners and Shot Firers	48,500
Delivery Drivers	46,000

Top 5 Employing Industries	
Transport, Postal and Warehousing	36.6%
Manufacturing	14.8%
Construction	9.2%
Mining	9.0%
Wholesale Trade	8.3%

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.

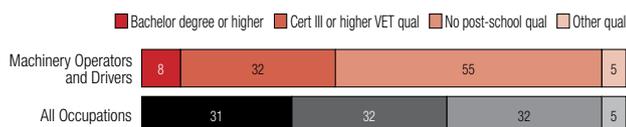
This is the smallest occupation group, accounting for 6% of national employment. Employment increased by 5.1% or 35,700 over the five years to November 2015, below the all occupations average growth rate of 6.4%. Very few new jobs are expected to be created for *Machinery Operators and Drivers* over the five years to November 2020 (up by 7,700 or 1.0%).

The *Transport, Postal and Warehousing* industry is a major source of demand for these workers, employing more than one in three. *Manufacturing* also employs large numbers.

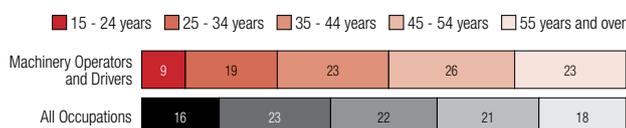
Post-school qualifications are not generally required for *Machinery Operators and Drivers* jobs, however, tickets and licences are mandatory for many occupations.

Women hold just 10% of jobs (the lowest of any occupation group) and few workers are employed part-time (15%). The workforce is relatively older, with a low proportion of workers aged 15 to 24 years (9%) and a high proportion aged 45 years and over (49%).

Educational attainment, Machinery Operators and Drivers (% of occupation total)



Age profile, Machinery Operators and Drivers (% of occupation total)



LABOURERS

1,122,500

EMPLOYED
November 2015



Projected to fall by **1.3%** over the next 5 years

Top 5 Labourer Occupations	
Commercial Cleaners	136,300
Kitchenhands	127,100
Packers	65,300
Shelf Fillers	58,400
Building and Plumbing Labourers	54,700

Top 5 Employing Industries	
Accommodation and Food Services	16.0%
Manufacturing	14.8%
Administrative and Support Services	14.4%
Construction	14.3%
Retail Trade	8.6%

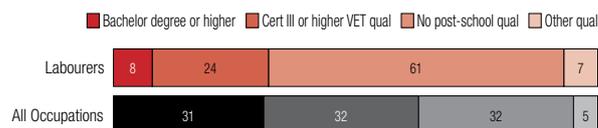
Labourers perform routine tasks using hand and power tools, and machines, often assisting more skilled workers such as *Technicians and Trades Workers*. Although people often consider the term *Labourer* to refer to heavy physical work, the group includes occupations such as Housekeepers and Fast Food Cooks.

Labourers is the only occupation group to record a fall in employment over the five years to November 2015 (down by 2.9% or 33,900). Despite this, more than 1.1 million Australians work as *Labourers* and they are employed in every industry. Employment of *Labourers* is projected to fall further over the five years to November 2020 (down by 1.3% or 14,600).

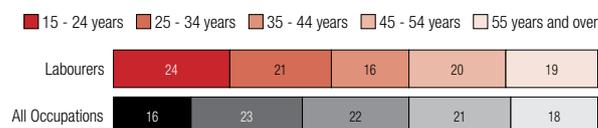
Females have a relatively low share of *Labourers* jobs (33% compared with 46% across all occupations).

Employment as a *Labourer* does not usually require post-school study. Around 61% of *Labourers* do not hold post-school qualifications and just 32% have a qualification at the certificate III or higher level. Almost a quarter of these workers are young (aged 15 to 24 years) and part-time employment is common (46%). This suggests that there may be good opportunities for young people to combine work as a *Labourer* with study.

Educational attainment, Labourers (% of occupation total)



Age profile, Labourers (% of occupation total)



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

OCCUPATION PROFILES (SELECTED CASE STUDIES)

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

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

Early Childhood (Pre-primary School) Teachers

(part of Professionals)

- There are 36,400 Early Childhood Teachers.
- Work is mainly in child care centres and schools in *Health Care and Social Assistance* or *Education and Training*. Many child care centres experience difficulty recruiting these workers.
- Employment rose strongly over the five years to November 2015, and is expected to increase by 27.0% or 9,800 over the next five years.
- Most workers are female (97%).
- About 48% of Early Childhood Teachers work part-time.
- Earnings are around average.
- Entry requires a bachelor degree.
- Bachelor degree graduates in this field of study have relatively strong employment outcomes.

Electricians

(part of Technicians and Trades Workers)

- This is a large, strong growing occupation with 165,500 workers.
- Entry is generally through an *Australian Apprenticeship* leading to a certificate III. Electrician apprenticeships are highly sought after.
- In addition to qualifications, workers are required to have relevant (often state-specific) electrical licences.
- Most Electricians work full-time (94%) and just 1% are female.
- There is strong competition from qualified and licensed Electricians for available vacancies, and national shortages have not been apparent since 2011.
- There are opportunities for self-employment in this trade, with around one in five Electricians being an owner manager.
- Employment is principally in the *Construction* industry, but *Manufacturing* also has a significant share of jobs.
- Earnings are relatively high.

Building and Plumbing Labourers

(part of Labourers)

- There are 54,700 Building and Plumbing Labourers employed nationally.
- Employment fell marginally over the five years to November 2015 (down by 1.2% or 700) and it is projected to fall further over the next five years.
- This occupation may provide opportunities for entry to the labour market, as qualifications are not generally required. Around 64% of Building and Plumbing Labourers do not hold post-school qualifications.
- A construction white card is mandatory for many of these jobs but it is relatively easy to obtain.

Accounting Clerks

(part of Clerical and Administrative Workers)

- This is a relatively lower skilled and lower growth occupation, with jobs widely dispersed across industries.
- Around 137,400 workers are employed as Accounting Clerks.
- Employment rose slightly (up by 1.6% or 2,100) over the past five years but there is projected to be a fall in employment over the next five.
- Around 81% of Accounting Clerks are women and slightly more than one third of these workers (37%) are employed part-time.
- About 40% of Accounting Clerks do not hold post-school qualifications, but 31% have a certificate III or higher vocational education and training qualification and 27% have a bachelor degree or higher.

Civil Engineering Professionals

(part of Professionals)

- This is the largest specialisation of engineers, with 43,000 employed.
- Employment fell over the five years to November 2015 (down by 9.2% or 4,400), but strong growth is expected over the next five.
- Entry to this occupation requires a minimum of four years study at university and attainment of a bachelor degree.
- Just 6% of Civil Engineers work part-time and 90% of the workforce is male.
- Shortages were evident over much of the early 2000s but the labour market eased in 2013 and there are now relatively large numbers of qualified applicants for each advertised vacancy.
- Graduate employment outcomes have fallen markedly since 2007, but remain above the all bachelor degree average.
- Earnings for this occupation are relatively high.

Bar Attendants and Baristas

(part of Community and Personal Service Workers)

- This is a large occupation, with more than 93,000 workers.
- Jobs are available in most locations.
- Employment grew strongly over the five years to November 2015 (up by 24.7% or 18,600). Further strong growth is expected.
- Bar Attendants and Baristas are generally young (the median age is 25 years) and most work part-time (61%). Although the hours can be unsociable, they often suit people combining work with study.
- Employers usually require applicants to have on-the-job experience, hold relevant licences (such as Responsible Service of Alcohol) and have excellent customer service skills.
- Employers generally attract large numbers of applicants regardless of the location of the vacancy.
- Earnings are low.

Sources: GCA, GradStats and Graduate Destinations; NCVET, Student Outcomes; ABS, Census of Population and Housing; ABS, Education and Work; ABS, Labour Force (trend and annual averages of original data); Department of Employment, Entry level jobs – opportunities and barriers; Department of Employment, Skill Shortage Research



EDUCATION AND EMPLOYMENT

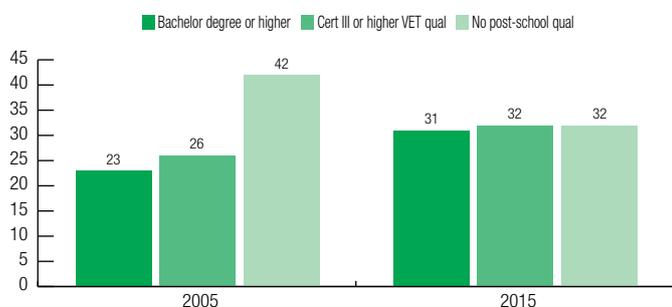
Educational attainment is rising

Over the five years to November 2015, the majority of the employment growth was in occupations that generally require post-school qualifications either through university or the vocational education and training (VET) sector. This is expected to continue, with the vast majority of jobs growth over the next five years expected to be in higher skilled occupations (see page 35).

This growth is being mirrored by an increase in the number of Australians undertaking tertiary study and, consequently, more workers gaining post-school qualifications.

- The proportion of workers who hold a bachelor degree or higher qualification rose from 23% in 2005 to 31% in 2015, while the proportion of those who do not have post-school qualifications fell from 42% to 32%.

Educational attainment, working-age population (% of employed)



It is also notable that an increasing number of occupations now require post-school qualifications. For example, Child Carers who work in day care centres are now required to hold a minimum of a certificate III qualification.

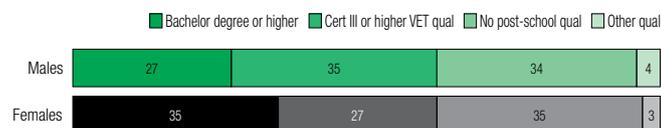
Female educational attainment

Female participation in post-school education has risen strongly over the last 10 years, particularly at university.

- Between 2005 and 2015, the proportion of employed women who hold a bachelor degree or higher qualification rose from 25% to 35%, while those who do not have post-school qualifications fell by 8 percentage points to 35%.
- The proportion of females with VET qualifications at the certificate III or higher level also rose over the period (from 20% to 27%). This may reflect the increasing need for VET qualifications in caring occupations that are traditionally female dominated.

Examining the educational profile of the workforce by gender shows that the proportion who have completed post-school education is similar for males and females, but women are more likely to hold a bachelor degree or higher qualification and are less likely to have a VET qualification than males.

Educational attainment by gender, working-age population (% of employed)

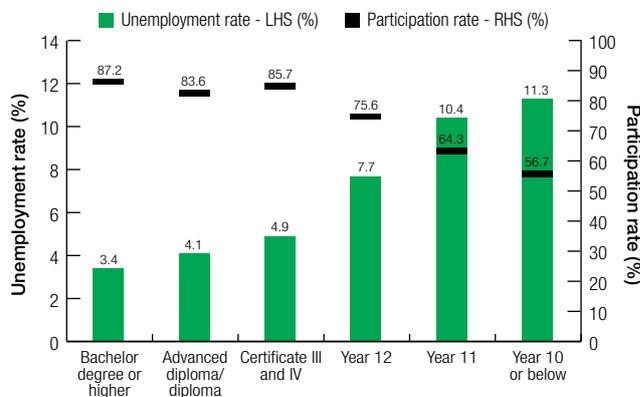


Post-school qualifications provide benefits in the labour market

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

- Workers who hold a bachelor degree or higher qualification have the lowest unemployment rate (3.4%) and the highest labour force participation rate (87.2%), although those with certificate III/IV or higher vocational education and training (VET) qualifications also have high rates of participation.
- For those who do not hold post-school qualifications, unemployment rates are markedly higher and participation rates are relatively low.

Labour market outcomes by highest level of educational attainment, working-age population



Higher qualifications also generally lead to increased real wages. The Occupation Matrix shows 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.

High level qualifications are not, though, immediately attainable for everyone. For some people, starting out with a lower qualification such as a certificate I or II can provide a pathway to further study. Findings from the Longitudinal Surveys of Australian Youth suggest that students who start at a lower qualification often undertake further study.

There are still good opportunities if post-school education isn't right for you

Although most new jobs are expected to be in higher skilled occupations, there are millions of jobs in lower skilled occupations and many Australians continue to enjoy rewarding careers in these.

In addition to employment growth, job opportunities are created through turnover (that is, workers leaving their occupation for other employment or leaving the workforce). Lower skilled occupations generally have higher turnover rates than those which require post-school qualifications. This creates job openings and presents opportunities for job seekers.

Sources: ABS, Education and Work; Department of Employment, Occupational Employment Projections; Longitudinal Surveys of Australian Youth, Paper 2761; ABS, Labour Mobility

POST-SCHOOL EDUCATION

Post-school (or tertiary) education can lead to qualifications through the vocational education and training (VET) sector, primarily at the certificate I to advanced diploma level (although some VET providers now offer degree courses) or the university (higher education) sector, which offers mainly bachelor degree and higher qualifications.

The number of university enrolments increased strongly over the decade to 2014 (up by 43%), well above the growth in VET enrolments (13%).

Over the two years to 2014, VET enrolments fell by 7%, while university enrolments continued to rise (up by 10%). There are, though, significantly larger numbers of students enrolled in the VET sector than in universities (1.8 million, compared with 1.0 million).

More young people are undertaking post-school education

The number of young people undertaking tertiary study has increased over the past 10 years, with markedly stronger growth in university enrolments (up by 50%) than in VET (16%).

- In 2014, there were 727,800 people younger than 25 years enrolled in VET and 625,700 enrolled at university.
- Young people comprise a larger share of university enrolments (61%), than they do for VET (41%).

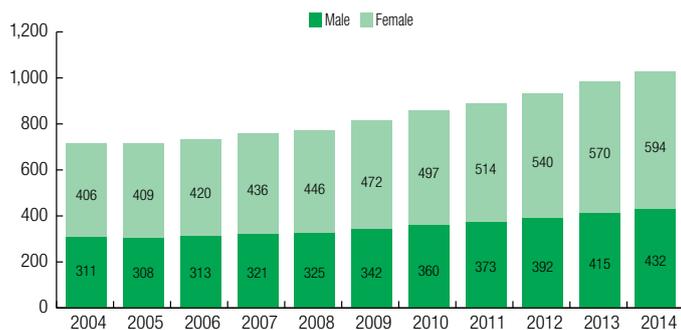
Female enrolments are rising strongly

Female participation in tertiary study has risen in both the university and VET sectors.

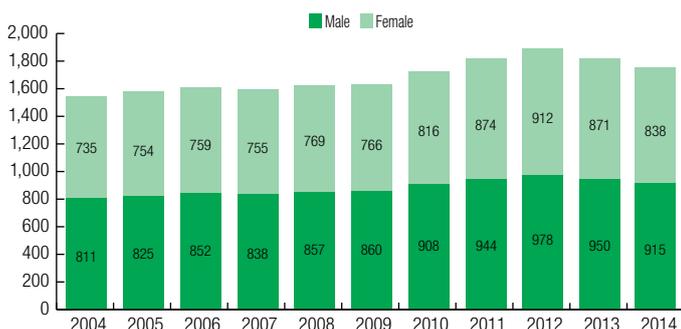
Over the 10 years to 2014, female university enrolments rose more strongly than those for males (up by 46% compared with 39%).

Females enrolled in VET courses increased by 14% over the 10 years to 2014. There was 13% growth in male enrolments. There are, though, more males enrolled (914,800 compared with 837,900 females).

University student enrolments, by gender ('000)



VET enrolments, by gender ('000)

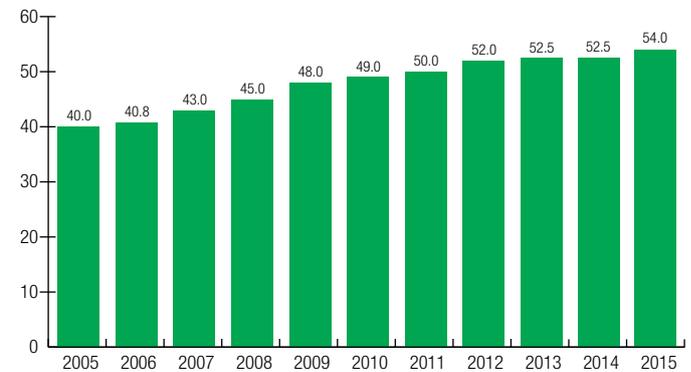


GRADUATE SALARIES

How much do university graduates earn?

In 2015, the median annual starting salary for bachelor degree graduates aged younger than 25 years in their first full-time job was \$54,000 (or 75.8% of the annual average male earnings).

Median starting salaries, bachelor degree graduates (under 25 years) (\$'000)



The highest starting salaries were for

- Dentistry (\$80,000)
- Optometry (\$80,000)
- Medicine (\$65,000)
- Education (\$61,000)
- Earth Sciences (\$60,000)
- Engineering (\$60,000)
- Mathematics (\$60,000).

Interestingly, the starting salaries for Engineering fell over the year (down from \$62,000 in 2014), and Education appeared in the top five for the first time in 10 years.

What about vocational education and training (VET) graduates?

In 2015, the average annual salary for VET graduates across all age groups working full-time after training was \$56,900. Younger graduates (aged 20 to 24 years) earned an average of \$46,800, but for those aged 45 to 64 years, the average was considerably higher (\$65,600).

Employment outcomes vary depending on the level of qualification attained and there is also a difference in graduate salaries by qualification level.

- Diploma or higher vocational qualification (\$61,800)
- Certificate IV (\$63,400)
- Certificate III (\$51,700)
- Certificate II (\$51,600)
- Certificate I (\$46,300).

The highest average salaries for VET graduates in 2015 were for those who studied

- Education (\$71,400)
- Engineering and Related Technologies (\$62,100)
- Natural and Physical Sciences (\$57,400)
- Health (\$57,400)
- Management and Commerce (\$56,000).

Sources: Department of Education and Training, Higher Education Statistics; GCA, Graduate Salaries; NCVET, Government-Funded Student Outcomes; NCVET, Government-Funded Students and Courses



GRADUATE EMPLOYMENT OUTCOMES

University graduates in the labour market

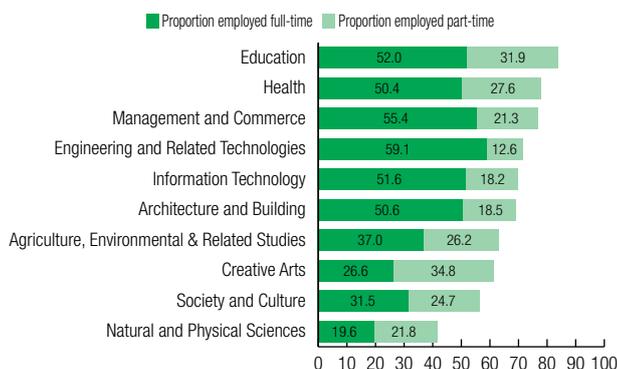
While higher level qualifications ultimately improve employment prospects, employment outcomes for students immediately after graduation have weakened in recent years. Graduate Careers Australia's (GCA) data show that in 2015, 67.4% of bachelor degree and 82.9% of masters degree graduates found employment (full-time or part-time) within four months of completing their studies.¹

Employed four months after graduation

	Bachelor degree graduates	Masters degree graduates
2015	67.4	82.9
2014	66.3	83.4
2013	66.5	82.0
2012	68.0	83.8
2011	69.1	84.4

Some bachelor degree graduates elect to continue in further full-time study. In 2015, 19.7% were in further full-time study, down from 20.8% in 2014.

Employment outcomes by selected field of education, bachelor degree graduates (% of graduates)



Bachelor degree graduates in Education, Health and Management and Commerce generally have the strongest employment outcomes.

Specific fields of education with good employment outcomes for bachelor degree graduates in 2015, were

- Nursing – Initial (87.4% of graduates found employment)
- Education – Initial (84.6%)
- Medicine (80.9%).

Other disciplines, though, have relatively weak employment outcomes (although outcomes may improve with further study)

- Chemistry (38.1%)
- Life Sciences (44.5%)
- Physical Sciences (45.9%).

Disciplines with strong full-time employment are

- Medicine (75.5% employed full-time)
- Pharmacy (74.3%)
- Surveying (70.3%).

These figures relate to graduates in employment in any occupation, not necessarily in occupations related to their field of study.

Employment outcomes for vocational education and training (VET) graduates

National Centre for Vocational Education Research (NCVER) figures show that employment outcomes for graduates from the vocational education and training (VET) system have weakened slightly over recent years.

In 2015, 74.2% of VET graduates were employed (full-time or part-time) six months after completing their training. Those who undertook their training as part of an apprenticeship or traineeship had stronger employment outcomes, with 84.1% employed six months after completing their training.

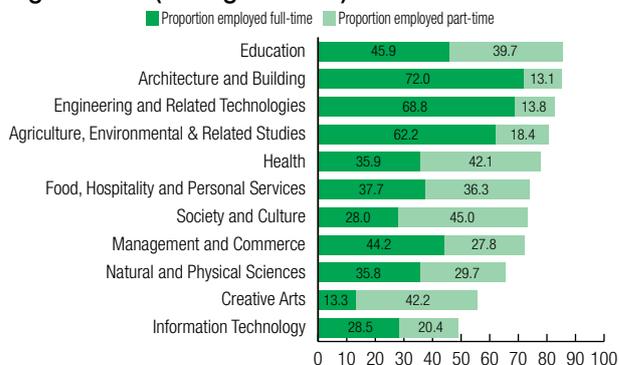
Employed six months after graduation

	All VET graduates	Apprentice and Trainee graduates
2015	74.2%	84.1%
2014	77.6%	85.5%
2013	78.1%	85.4%
2012	77.9%	85.7%
2011	78.7%	86.7%

VET graduates in Education, Architecture and Building and Engineering and Related Technologies have the strongest employment outcomes. Employment outcomes are relatively weak for VET graduates in Information Technology and Creative Arts.

Architecture and Building VET graduates have the highest proportion in full-time employment, while those who studied Society and Culture, Creative Arts and Health are more likely to be working part-time.

Employment outcomes by field of education, VET graduates (% of graduates)



The level of qualification makes a difference

Generally, the higher the qualification level, the stronger the employment outcomes. VET graduates who hold a certificate IV are the most likely to find employment. Although employment outcomes are relatively low for those with a certificate I, this level of qualification can be a pathway to further study and attainment of higher qualifications.

Employment (full-time or part-time) outcomes six months after graduation, by level of qualification, were

- Diploma or higher VET qualification (78.7% were employed)
- Certificate IV (80.6%)
- Certificate III (74.7%)
- Certificate II (55.6%)
- Certificate I (47.0%).

1. These figures differ from those published by GCA, which refer to the number of bachelor degree graduates who secured full-time employment as a proportion of those available for full-time employment. The figures above are for bachelor degree graduates who secured any form of employment as a proportion of all bachelor degree graduates (irrespective of their availability for work).

Sources: NCVER, Government-Funded Student Outcomes; GCA, Graduate Destinations, unpublished data; GCA, GradStats, 2015



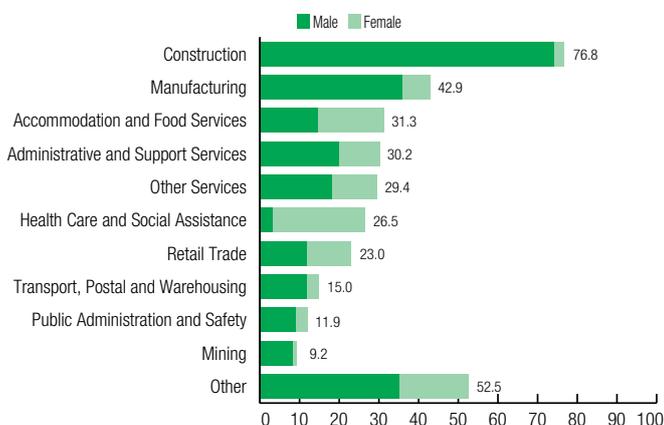
APPRENTICES AND TRAINEES

Australian Apprenticeships (people who undertake this form of training are referred to as apprentices and trainees) offer opportunities to earn while you train and study. When you finish your apprenticeship, you will have a nationally recognised qualification as well as relevant work experience (which is increasingly valued by employers). *Australian Apprenticeships* provide the training pathway for many *Technicians and Trades Worker* occupations and many other non-trade occupations.

Australian School-based Apprenticeships provide the option of starting an apprenticeship while you are still at school, combining high school education with training. Around 18,800 students were undertaking an *Australian School-based Apprenticeship* in 2014.

Australian Apprenticeship enrolments have declined in recent years. Apprentices who complete their training continue to experience strong employment outcomes (see page 32).

Apprentices and Trainees, enrolments by industry and gender, 2014 ('000)

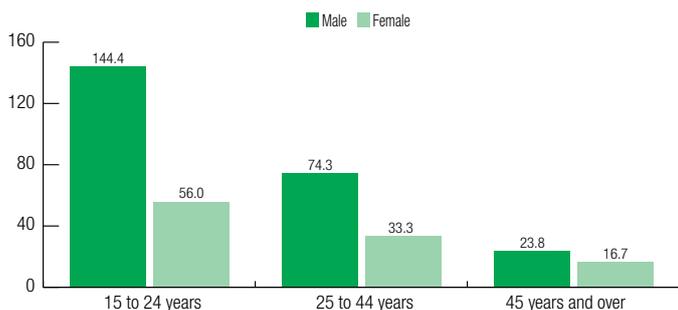


Australian Apprenticeships are offered in every industry and are available to people of all ages and gender, but apprentices and trainees are predominantly young (with 60% aged 15 to 24 years) and the majority are male (70%). There are good opportunities for females to become apprentices or trainees and in some industries they make up the majority.

Industries with a high proportion of female apprentices include

- *Health Care and Social Assistance* (88% of apprentices and trainees are female)
- *Financial and Insurance Services* (65%)
- *Rental, Hiring and Real Estate Services* (57%).

Apprentices and Trainees, enrolments by age and gender, 2014 ('000)



The labour market for apprentices

The Department of Employment has undertaken research into the labour market for apprentices across five traditional trades groups. It shows that

- there are opportunities for people seeking such employment but most applicants do not match employers' expectations.

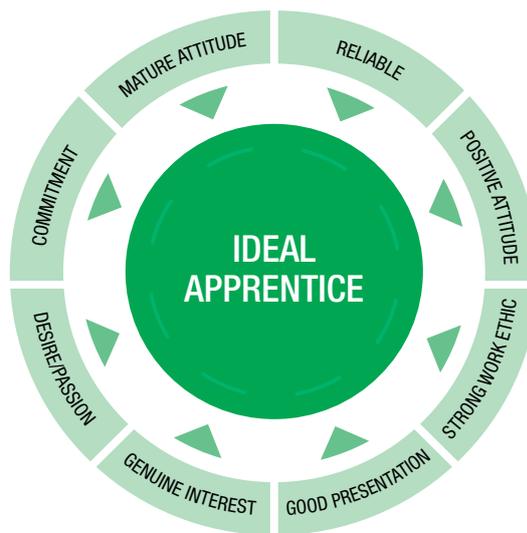
The most common reasons for employers suggesting that recruitment of apprentices was hard were

- young people have no genuine interest or commitment to the trade
- no real interest in being an apprentice
- poor work ethic
- poor attitude.

Qualities sought by employers

If you have passion and a genuine interest in the trade, an apprenticeship might be right for you. If you are seeking to become an apprentice, you need to be able to demonstrate the qualities and attributes employers seek (see chart), understand what being an apprentice entails and be committed to undertaking the full period of an apprenticeship.

Main qualities sought by employers



Is there help?

There is some financial support available for apprentices and employers, including commencement and completion incentives, Trade Support Loans, Living Away from Home Allowance, Disabled Australian Apprentice Wage Support and Support for Australian Adult Apprentices.

Other assistance and incentives may be available through Centrelink or your state or territory training authority.

If you are interested in becoming an apprentice, you can look at websites to further explore your chosen industry, talk to career advisers, the Australian Apprenticeship Support Network or Group Training Organisations.

www.australianapprenticeships.gov.au
www.apprenticeshipsupport.com.au

Sources: NCVET, *Apprentices and Trainees*; Department Employment, *Labour Market for Apprentices*



INDUSTRY OUTLOOK

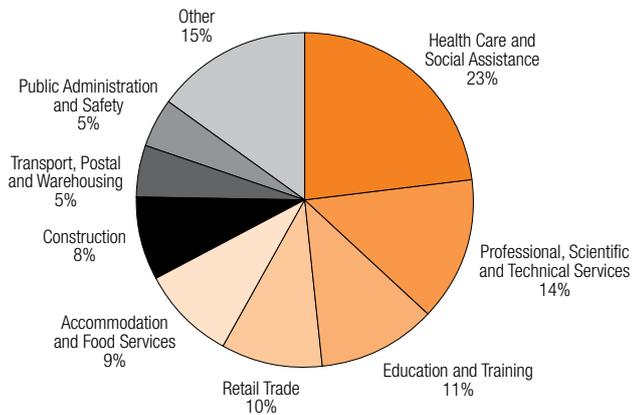
Which industries will have the most new jobs over the next five years?

Employment is projected to rise in 16 of the 19 industries over the five years to November 2020.

The strong growth in *Health Care and Social Assistance* which has been apparent over recent years will continue, with this industry expected to add significantly more jobs than any other (up by 250,200). Large contributions to employment are also projected for *Professional, Scientific and Technical Services* (151,200), *Education and Training* (121,700), and *Retail Trade* (106,000). Together, these four industries are expected to provide more than half of all new jobs.

The industries projected to grow most strongly (in percentage terms) are *Health Care and Social Assistance* (up by 16.4%), *Professional, Scientific and Technical Services* (14.8%) and *Education and Training* (13.0%).

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

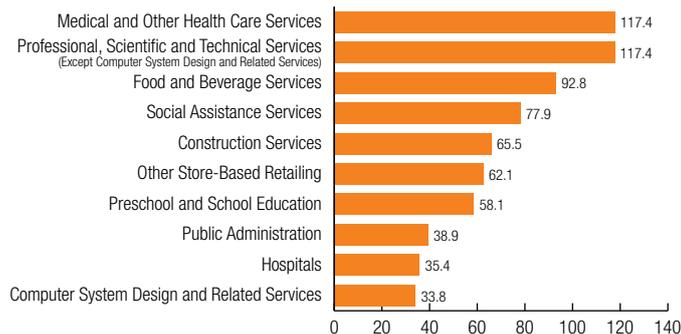


*These shares are calculated on the total new jobs expected to be created over the next five years. They exclude the projected falls for Manufacturing, Mining, and Agriculture, Forestry and Fishing.

In line with the strong projected growth in *Health Care and Social Assistance*, three of the top 10 subsectors expected to add the largest numbers of new jobs are in this industry, namely *Medical and Other Health Care Services* (up by 117,400 or 23.0%), *Social Assistance Services* (77,900 or 19.8%) and *Hospitals* (35,400 or 8.9%).

The chart below provides more disaggregated information about where the new jobs will be. It highlights the diversity of new opportunities.

Largest projected employment gains by subsector ('000)



Which industries will decline over the next five years?

The three industries which are projected to experience job losses are *Manufacturing* (down by 45,700 or 5.3%), *Mining* (31,900 or 14.1%) and *Agriculture, Forestry and Fishing* (9,400 or 3.1%).

Although lower employment is expected in these industries, a small number of subsectors are projected to add jobs.

Despite some job losses, *Manufacturing* remains the sixth largest employing industry, providing employment for 860,200 workers. Three subsectors are expected to record jobs growth over the next five years

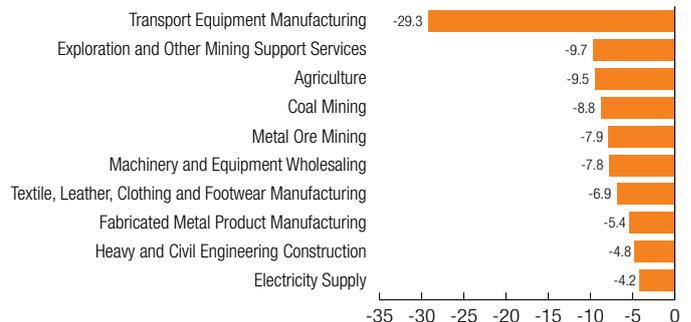
- Food Product Manufacturing (up by 5,200 or 2.5%)
- Machinery and Equipment Manufacturing (1,700 or 1.6%)
- Polymer Product and Rubber Product Manufacturing (1,500 or 4.8%).

Two subsectors of the *Agriculture, Forestry and Fishing* industry are projected to have higher employment, with each expected to add 500 new jobs.

- Fishing, Hunting and Trapping
- Agriculture, Forestry and Fishing Support Services.

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

Largest projected employment falls by subsector ('000)



Will the future growth provide opportunities for young people?

Industries which employ large numbers of young workers (15 to 24 years) are *Retail Trade*, *Accommodation and Food Services* and *Construction*. All three are expected to experience some growth over the five years to November 2020, collectively adding 291,800 new jobs.

Apart from *Manufacturing*, relatively few young workers are employed in industries which are projected to have lower employment.

What about opportunities for females?

Women have relatively large shares of employment in four of the five industries expected to add the largest numbers of new jobs, and they comprise small proportions of employment in the three industries projected to lose jobs over the five years to November 2020.

Sources: ABS, Labour Force (annual averages of original data); Department of Employment, Industry Employment Projections



OCCUPATION OUTLOOK

Which occupation groups will have the most new jobs over the next five years?

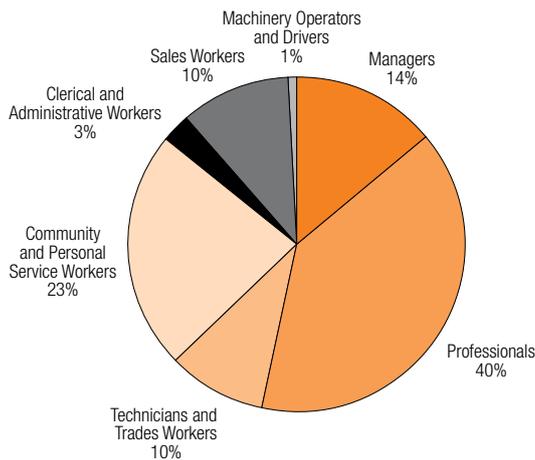
Over the five years to November 2020, seven of the eight occupation groups are projected to have higher employment.

The three industries which are expected to have the strongest growth (see page 34) each employ large numbers of *Professionals*. In line with this, *Professionals* is projected to contribute the largest number of new jobs over the five years to November 2020 (up by 396,400 or two in every five new jobs). These will be dominated by Health Professionals (up by 125,100).

The *Community and Personal Service Workers* group is expected to benefit from the strong growth in *Health Care and Social Assistance*, with an additional 231,600 jobs by November 2020, almost half of which are projected to be for Carers and Aides (up by 111,800).

Sales Workers is projected to contribute 104,900 new jobs over the five years to November 2020. This growth may benefit both females and young workers (aged 15 to 24 years), as this occupation group employs large numbers in both cohorts.

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



*These shares are calculated on the total new jobs expected to be created over the next five years. They exclude the projected fall for *Labourers*.

Professionals, in line with their strong projected growth, are well represented in the top 10 subgroups expected to add the largest numbers of new jobs.

The chart below provides more disaggregated information about where the new jobs will be. It highlights the diversity of new opportunities.

Largest projected employment gains by subgroup ('000)



Sources: ABS, Labour Force (annual averages of original data); Department of Employment, Occupational Employment Projections

The ten specific occupations with the largest numbers of new jobs expected over the five years to November 2020 are

- General Sales Assistants (up by 65,800)
- Registered Nurses (51,400)
- Aged and Disabled Carers (43,000)
- Child Carers (39,000)
- Accountants (31,100)
- Electricians (26,000)
- General Clerks (22,400)
- Contract, Programme and Project Administrators (20,400)
- Chefs (19,200)
- Waiters (19,000).

Women have a relatively large share of jobs in many of the high growth occupations. The growth in employment for General Sales Assistants and Waiters, for example, is also likely to present opportunities for young workers and those looking to combine work and study or work and caring responsibilities.

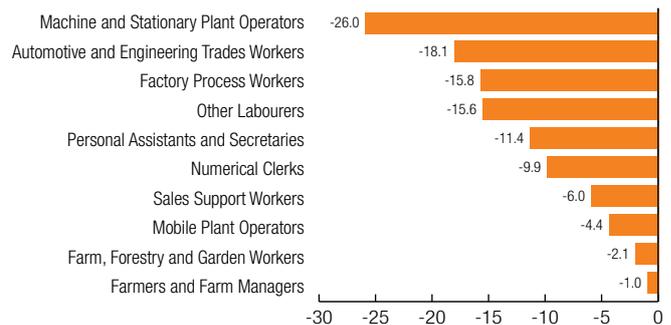
Which occupations will decline over the next five years?

Labourers is the only occupation group projected to experience lower employment (down by 14,600 jobs to November 2020). There are, though, a small number of *Labourer* subgroups expected to add jobs.

- Food Preparation Assistants (up by 11,200)
- Construction and Mining Labourers (7,400).

Although *Labourers* is the only occupation group projected to record a fall in employment, the 10 subgroups with the largest projected falls over the next five years are quite diverse and represent all occupation groups except *Professionals* and *Community and Personal Service Workers*.

Largest projected employment falls by subgroup ('000)



THE FUTURE OF WORK

Just as the Australian labour market has changed over the past century, it will continue to change going forward. To help us to understand possible futures for jobs and employment markets in Australia over the coming twenty years, towards 2035, a new report, **Tomorrow's Digitally Enabled Workforce – megatrends and scenarios for jobs and employment in Australia over the next twenty years**, has been released.

A brief summary of some of key issues is presented on this page. A copy of the report is available at www.csiro.au/Tomorrows-Digitally-Enabled-Workforce.

Megatrends

The report identifies Megatrends, or major changes that will reshape business and policy. The Megatrends most relevant to labour market change are

- growth in computing power, connectivity, data volumes and artificial intelligence
- changing employment markets and organisational structures
- the era of the entrepreneur
- divergent demographics
- continued growth of the service sector.

Implications

These Megatrends will affect the ways in which people manage their careers (and those of their children), the manner in which companies manage their workforces and how governments regulate and manage the labour market. A number of key issues are highlighted, including the following.

- **Education and training is becoming more important.**
There will be increasingly fewer jobs in the service sector of the economy which do not require skills and/or post-school qualifications.
- **New capabilities are needed for new jobs of the future.**
Lifelong education and training is required for Australians of all ages to meet the needs of new and different jobs and employment models.
- **Digital literacy is needed alongside numeracy and literacy.**
Australians will need to be literate, numerate and digitally literate. These capabilities will be basic requirements for most jobs.
- **The importance of Science, Technology, Engineering, and Mathematics (STEM) will change.** STEM skills are likely to be needed in many of the better paid jobs of the future.
- **New aptitudes and mindsets will be needed to handle a dynamic labour market.** In tomorrow's job market adaptability, resilience, buoyancy and entrepreneurial capabilities will be of increasing importance.
- **Tapered retirement models will become more common.**
There is a need to develop tapered (and other new) retirement models that productively harness the skills of older workers and ensure positions are available for younger labour market entrants.

An historic level of change

There are several factors creating unique conditions, such as rapid advances in, and adoption of, digital technology.

- The full impact of growth in computing power, device connectivity, data volumes and artificial intelligence is yet to be felt within Australia's labour market.

- The Internet is at the early stages of growth. In 2006 there were 2 billion smart connected devices, in 2015 there were 15 billion and by 2020 there will be 200 billion. Australia has high rates of internet access and mobile connectedness. This is likely to increase in regional areas.
- Internet access is growing globally. There will be increased competition for jobs that can be performed online.
- Rapid advances are being made in artificial intelligence.
- Cloud computing has arrived, enabling lean start-ups connecting diverse groups of workers.

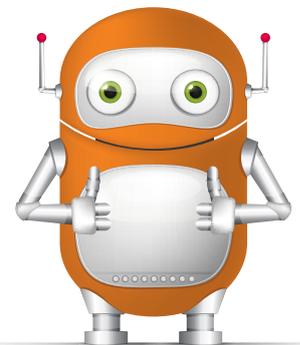
Demographic change

- In the next decade Australia's workforce will be older and more culturally diversified.
- Nearly one in five Australians is expected to be over 65 years old in 2035.
- More than 80% of migrants arriving each year are of working-age, while only 54% of the residents are of working-age.
- Mental ill-health is prevalent in the Australian population including in workers.
- Higher education enrolments are increasing and so are the costs.
- Online education is likely to continue to complement university. Free learning opportunities are increasing and more widely available.

Task automation

Task automation, or the extent to which robots and software will be able to do the work of humans, affects jobs. There is, however, a great deal of uncertainty about how much jobs will become automated.

- High automation is where the vast majority of human tasks are performed by robots. This creates job opportunities, and requires skills, that are very different from those that exist today.
- Low automation is where just some job tasks become automated, but many do not. In this future, the jobs and skills required are not too much different from now.



New jobs

Workers with a mix of technical skills and interpersonal aptitudes will have the best prospects for meaningful work. Jobs involving creativity, complex judgement, advanced reasoning, social interaction and emotional intelligence are likely to grow in the decades ahead, and are less likely to be affected by advances in automation and artificial intelligence.

The report presents six examples of new jobs that may be created in the coming years.

- Big Data Analysts
- Complex Decision Support Analysts
- Remote Controlled Vehicle Operators
- Customer Experience Experts
- Personalised Preventative Health Helpers
- Online Chaperones (managing risks with identity theft, reputational damage, social media bullying and internet fraud).

Source: Hajkowicz, S., Reeson, A., Rudd, L., Bratanova, A., Hodggers, L., Mason, C., Boughen, N., (2016). *Tomorrow's Digitally Enabled Workforce*. Commonwealth Scientific and Industrial Research Organisation



USEFUL WEBSITES AND LINKS

What help is available for me?

There is a wide range of Government assistance available to help you find the right job, gain skills through tertiary education and training and understand your rights in the workplace. The information below is summary in nature and cannot fully explain the large number of available policies and programmes, but more information is available on the Department of Employment's website employment.gov.au or you can call the National Customer Service Line on **1800 805 260**.

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

Help to find a job and understand your rights in the workplace

jobactive employment.gov.au/jobactive
jobactive is the Australian Government's way to get more Australians into work. It connects job seekers with employers and is delivered by a network of jobactive providers in more than 1,700 locations across Australia. The jobactive website will help you to find out more about jobactive and to find your local provider.

If you are unemployed and looking for work, you may be able to receive help from jobactive to find and keep a job. jobactive can provide tailored help based on your assessed needs.

jobactive can also help by connecting you to a range of government initiatives, such as

- help to become a self-employed business owner through the New Enterprise Incentive Scheme (NEIS)
- work experience to help you find and keep a job through Work for the Dole and the National Work Experience Programme
- practical and financial help to move to take up an ongoing job through the Relocation Assistance to Take Up a Job programme
- wage subsidies as a way to maximise your employment opportunities. There are a number of wage subsidies available to your employer based on your individual circumstances.

jobactive website jobactive.gov.au
The jobactive website is a free service to assist job seekers find employment and to help employers find the right staff for their businesses. The jobactive website has a range of features, including

- free registration for all Australian job seekers and employers
- your own personalised dashboard page
- search for employment services providers
- access to 'how to' guides and videos.

Fair Work Ombudsman 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 due to the insolvency of your employer.

Fair Entitlements Guarantee 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 scheme and financial assistance is subject to some limits on the categories and amounts of unpaid employee entitlements that are covered.

Help with education and training

Australian Apprenticeships australianapprenticeships.gov.au
The *Australian Apprenticeships* website provides information on all apprenticeships and traineeships, including factsheets, helpful links and general information.

Australian Apprenticeships Pathways aajobpathways.com.au
The Australian Apprenticeships Pathways (AAP) website provides students, careers advisers, job seekers and employers with a broad range of *Australian Apprenticeships* information and resources including sample job and training descriptions, and industry based job pathway charts and practice aptitude quizzes.

AusAppPathways ausapp.com.au
This app, backed by the Australian Apprenticeships Pathways website, helps students and jobseekers explore *Australian Apprenticeship* career pathway ideas on their smartphone or tablet. The app allows visitors to browse from general industry options to apprenticeship and traineeship occupation specific information, based on their 'like/dislike' of the titles they read.

Quality Indicators for Learning and Teaching qilt.edu.au
Provides prospective students with information about Australian universities from the perspective of recent students and graduates. It compares study experience and employment outcomes.

myskills myskills.gov.au
This site provides an online database to inform students and employers about their training options, including information about training providers, courses, training outcomes and fees.

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

Labour market resources

Job Outlook joboutlook.gov.au
This Department of Employment site provides more detailed statistical information for each of the occupations included in the Occupation Matrix in this publication.

Labour Market Information Portal lmip.gov.au
The Department of Employment's Labour Market Information Portal (LMIP) provides detailed, up-to-date labour market information based on local areas.

Labour Market Research and Analysis employment.gov.au/skill-shortages; employment.gov.au/entry-level-labour-markets; employment.gov.au/presentations-and-reports-australia
The Department of Employment monitors the labour market for a range of skilled and entry-level occupations to identify and report on shortages. It also publishes presentations and reports providing data and employer perspectives on a range of labour market issues.

myfuture myfuture.edu.au
Education Services Australia (ESA), a national, not-for-profit company owned by all Australian education ministers provides the interactive, national online career exploration service for all Australians wishing to explore their career options.

Graduate Careers Australia graduatecareers.com.au
Graduate Careers Australia (GCA) provides a range of graduate-related publications and research that informs students, employers and career practitioners about industry and salary trends, graduate employment opportunities and career development.

National Centre for Vocational Education Research www.ncver.edu.au
The National Centre for Vocational Education Research (NCVER) collects, manages, analyses, evaluates and communicates research and statistics about vocational education and training, and the links between education and the labour market more generally.

JOB SEARCH STRATEGIES

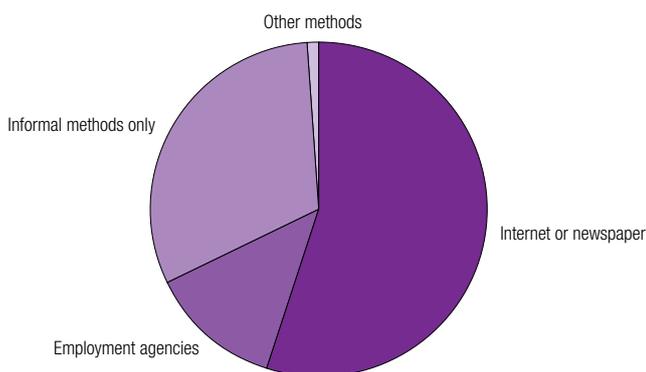
How do employers recruit?

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
- around one in seven vacancies is filled using an employment agency
- one third of vacancies are not formally advertised.

Common recruitment methods



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

Employers' recruitment strategies vary depending on their location and the position for which they are recruiting. In 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 advertise locally and they often use newspapers and local contacts.

What are employability skills?

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 key, 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.

While employers consider all of these to be important, particular jobs may require some employability skills more than others. Employers also seek people who have a range of 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.

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 (VET) packages to embed employability skills into course content.

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. The Department's research has shown that at least half of all vacancies require some level of experience, but many employers would hire someone with limited experience (six months or less), so even a short-term job could help.

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

It can be hard to get workplace experience, but there are some relatively simple steps that job seekers can take to enhance their competitiveness, such as

- following instructions when applying for jobs
- having a well presented application
- demonstrating genuine interest in the job
- indicating availability and being flexible
- ensuring email addresses and social media content are appropriate
- reassuring the employer that they have reliable transport
- tailoring their personal presentation to the business
- highlighting their employability skills (volunteering can also help develop these).

Entering the workforce or transitioning to another job

Consider a wide range of job opportunities. 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.

Additional 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, such as undertaking a short course in computing or technology, can also be used to improve general skills.

Promote your adaptability. Having résumés that are up-to-date, comprehensive and which highlight transferable skills are essential to properly 'sell yourself' to employers.

Be informed. Researching the business and/or industry may help to demonstrate that you have an interest in the job, allowing you to stand apart from other applicants.

Act quickly. Anecdotal evidence suggests that by applying early, applicants can enhance their prospects as some employers take on the first applicant who meets their criteria.

Sources: ACCI and BCA, *Employability Skills for the Future*; Department of Employment, *Survey of Employers' Recruitment Experiences*; Department of Employment, *Entry level jobs – opportunities and barriers*; Department of Employment, *Skill Shortage Research*



GUIDE TO THE OCCUPATION MATRIX

How do I use the Matrix?

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

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

Titles in the *Occupation Matrix* have been grouped into broad categories based on field of work to assist users to better explore the labour market. There are 23 groupings.

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

Some titles appear in more than one category.

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

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

Employment and Employment Change

The employment information gives the total number of people employed in the occupation at November 2015. It includes both full-time and part-time workers.

Employment change refers to levels of employment increasing or decreasing, as well as the percentage change, over the five years to November 2015.

Data Source: ABS, Labour Force, Department of Employment trend

Unemployment Rate

The unemployment rate is the number of unemployed persons as a percentage of the labour force (employed plus unemployed). The unemployment rate is presented in three categories: below average, average and above average. These categories are based on the occupation's average unemployment rate over 2015 relative to the average across all occupations. Occupational unemployment rates do not reflect underutilised skills (such as an Accountant working as an Accounting Clerk).

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

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

Working Part-time

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

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

Female

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

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

Median Age

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

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

Median Earnings

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

Key	Median Weekly Earnings
\$	≤ \$920
\$\$	\$921 to \$1,080
\$\$\$	\$1,081 to \$1,300
\$\$\$\$	\$1,301 to \$1,700
\$\$\$\$\$	> \$1,700

Data Source: ABS, Characteristics of Employment, 2014

Future Employment Change

This presents both the level and the percentage change in employment expected over the five years to November 2020.

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

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

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

Data Source: Department of Employment, Occupational Employment Projections



OCCUPATION MATRIX

Occupation	Employ't	5 year change		Unemploy't	Working	Female	Median	Median	Future	
	Nov 2015	to Nov 2015		Rate 2015	Part-time		Age	Earnings	Employ't	Change
	'000	'000	%		%	%	years		'000	%
Accounting, Banking and Financial Services										
Accountants (P)	188.1	25.1	15.4	Below Average	19	49	38	\$\$\$\$	31.1	16.6
Accounting Clerks (CA)	137.4	2.1	1.6	Below Average	37	81	44	\$	-3.4	-2.5
Auditors and Company Secretaries (P)	19.8	5.8	41.7	Below Average	15	50	41	\$\$\$\$	4.4	22.3
Bank Workers (CA)	60.2	9.2	17.9	Below Average	32	70	37	\$\$\$	3.4	5.6
Bookkeepers (CA)	99.8	-16.2	-13.9	Below Average	70	91	49	\$	-11.5	-11.5
Credit and Loans Officers (CA)	31.1	0.2	0.7	Average	17	53	38	\$\$\$	1.9	6.0
Debt Collectors (CA)	9.3	-2.9	-23.5	Above Average	19	52	34	\$\$\$	-1.3	-13.9
Economists (P)	5.1	-0.5	-9.4	Average	18	25	45	\$\$\$\$	0.0	0.1
Finance Managers (M)	64.6	20.1	45.0	Below Average	15	47	44	\$\$\$\$	10.7	16.6
Financial Brokers (P)	25.4	4.7	22.5	Below Average	10	26	39	\$\$\$\$	4.9	19.3
Financial Dealers (P)	14.7	-4.0	-21.2	Above Average	17	29	42	\$\$\$\$	1.3	8.6
Financial Investment Advisers and Managers (P)	51.8	14.7	39.5	Below Average	15	34	41	\$\$\$\$	11.4	21.9
Insurance, Money Market and Statistical Clerks (CA)	29.9	2.1	7.5	Average	21	72	41	\$\$\$	0.2	0.6
Payroll Clerks (CA)	37.3	1.7	4.9	Below Average	35	86	44	\$	-0.4	-1.1
Administration and Human Resources										
Archivists, Curators and Records Managers (P)	6.2	-2.4	-28.3	Average	25	77	44	\$\$\$\$	1.0	16.7
Call or Contact Centre and Customer Service Managers (M)	37.0	1.5	4.1	Below Average	10	46	41	\$\$\$	4.8	12.9
Call or Contact Centre Workers (CA)	34.0	-0.5	-1.4	Above Average	33	63	35	\$	2.5	7.5
Contract, Programme and Project Administrators (CA)	126.6	21.7	20.7	Average	18	57	42	\$\$\$\$	20.4	16.1
Corporate Services Managers (M)	7.3	-2.6	-26.1	Below Average	23	56	49	\$\$\$\$	1.4	19.5
Debt Collectors (CA)	9.3	-2.9	-23.5	Above Average	19	52	34	\$\$\$	-1.3	-13.9
Filing and Registry Clerks (CA)	20.4	-4.8	-19.1	Above Average	47	81	42	\$\$\$	-0.3	-1.6
General Clerks (CA)	239.9	56.0	30.5	Average	42	85	42	\$	22.4	9.4
Human Resource Clerks (CA)	11.8	-2.0	-14.8	Below Average	25	74	41	\$\$\$	-0.4	-3.3
Human Resource Managers (M)	47.9	2.5	5.6	Below Average	13	54	44	\$\$\$\$	6.0	12.6
Human Resource Professionals (P)	59.0	1.3	2.3	Below Average	21	71	36	\$\$\$\$	3.2	5.4
Inquiry Clerks (CA)	69.3	7.7	12.4	Average	26	67	37	\$	-2.1	-3.1
Inspectors and Regulatory Officers (CA)	30.3	-3.0	-9.0	Below Average	14	42	44	\$\$\$	-3.0	-10.0
Keyboard Operators (CA)	48.2	-25.6	-34.7	Average	45	82	43	\$	-8.2	-17.0
Mail Sorters (CA)	13.7	-1.3	-8.8	Above Average	32	59	48	\$	0.6	4.7
Management and Organisation Analysts (P)	66.1	19.2	40.9	Below Average	16	39	41	\$\$\$\$	13.8	20.8
Office Managers (CA)	129.2	5.7	4.6	Below Average	32	82	45	\$\$\$	7.1	5.5
Personal Assistants (CA)	51.1	-5.1	-9.0	Below Average	25	96	41	\$\$\$	-1.6	-3.2
Purchasing and Supply Logistics Clerks (CA)	87.1	3.5	4.1	Average	14	43	40	\$	-1.2	-1.4
Receptionists (CA)	165.5	-8.5	-4.9	Average	51	95	39	\$	0.5	0.3
Secretaries (CA)	48.2	-24.3	-33.5	Below Average	52	97	47	\$	-9.8	-20.3
Survey Interviewers (CA)	2.6	-1.6	-38.4	Above Average	72	55	52	-	-0.3	-10.8
Switchboard Operators (CA)	4.1	-1.6	-27.8	Below Average	39	82	45	\$	-0.4	-10.8
Training and Development Professionals (P)	23.3	-4.0	-14.5	Above Average	19	55	42	\$\$\$\$	0.0	-0.1
Transport and Despatch Clerks (CA)	45.9	12.2	36.3	Below Average	11	38	43	\$\$\$	8.8	19.1
Advertising, Media and Public Relations										
Advertising and Marketing Professionals (P)	55.0	6.4	13.3	Below Average	19	58	34	\$\$\$\$	8.6	15.5
Advertising and Sales Managers (M)	125.9	4.0	3.3	Average	8	38	41	\$\$\$\$	6.5	5.2
Artistic Directors, Media Producers and Presenters (P)	16.8	6.1	56.9	Below Average	20	34	38	\$\$\$\$	1.5	9.1
Film, Television, Radio and Stage Directors (P)	14.2	4.4	45.4	Below Average	23	24	40	\$\$\$\$	2.0	14.0
Journalists and Other Writers (P)	27.5	4.5	19.7	Average	31	50	41	\$\$\$	2.8	10.1
Public Relations Professionals (P)	22.0	4.6	26.4	Average	26	71	36	\$\$\$	3.4	15.5
Signwriters (TT)	6.1	0.4	7.4	Average	20	10	41	\$\$\$	0.0	0.7
Visual Merchandisers (SW)	6.5	-0.7	-10.2	Below Average	51	91	41	\$	0.2	2.3
Agriculture, Animal and Horticulture										
Agricultural and Forestry Scientists (P)	8.0	2.4	42.3	Average	20	20	46	\$\$\$\$	0.4	4.5
Agricultural Technicians (TT)	2.0	0.2	10.8	Below Average	18	64	47	\$	0.1	3.7
Agricultural, Forestry and Horticultural Plant Operators (MO)	13.6	0.3	2.4	Above Average	19	9	46	\$	0.1	0.5
Animal Attendants and Trainers (TT)	15.9	3.3	25.7	Below Average	42	66	38	\$	0.4	2.4
Aquaculture Farmers (M)	2.2	-0.7	-23.7	Below Average	14	6	47	\$	0.1	5.3



Occupation	Employ't	5 year change		Unemploy't	Working	Female	Median	Median	Future	
	Nov 2015	to Nov 2015		Rate 2015	Part-time		Age	Earnings	Employ't	Change
	'000	'000	%		%	%	years		'000	%
Aquaculture Workers (L)	1.0	-0.2	-16.1	Above Average	10	37	45	\$\$	0.2	15.2
Auctioneers, and Stock and Station Agents (SW)	2.1	-1.9	-48.6	Below Average	0	2	49	\$\$	0.2	10.3
Crop Farm Workers (L)	24.0	-2.3	-8.6	Above Average	32	33	37	\$	-3.0	-12.6
Crop Farmers (M)	39.4	-4.8	-10.8	Below Average	20	21	53	\$\$	0.3	0.7
Deck and Fishing Hands (L)	6.3	-3.3	-34.2	Above Average	23	7	50	\$\$\$\$	-1.3	-20.5
Forestry and Logging Workers (L)	2.7	-0.3	-10.9	Above Average	10	9	42	\$\$\$	-0.1	-4.2
Garden and Nursery Labourers (L)	35.7	-4.1	-10.2	Above Average	38	14	40	\$	0.7	2.0
Gardeners (TT)	64.3	-3.4	-5.0	Average	27	10	38	\$\$	6.6	10.3
Livestock Farm Workers (L)	31.7	1.5	4.8	Above Average	38	41	36	\$	0.2	0.5
Livestock Farmers (M)	77.0	-18.8	-19.6	Below Average	24	33	55	\$\$	0.7	1.0
Mixed Crop and Livestock Farm Workers (L)	2.7	-1.8	-39.5	Below Average	36	28	34	-	-0.4	-14.9
Mixed Crop and Livestock Farmers (M)	25.8	-11.6	-31.1	Below Average	16	22	55	\$	-2.0	-7.7
Nurserypersons (TT)	4.6	0.7	18.4	Below Average	23	40	48	-	0.2	3.9
Primary Products Inspectors (TT)	3.6	-1.3	-26.8	Average	8	28	40	\$\$\$\$	0.2	5.2
Retail and Wool Buyers (SW)	3.7	-4.0	-51.7	Average	14	54	44	\$\$\$\$	0.6	17.4
Shearers (TT)	3.6	0.1	2.2	Above Average	11	3	47	\$\$\$	-0.8	-23.6
Veterinarians (P)	9.0	-0.5	-5.4	Below Average	33	78	42	\$\$\$\$	0.9	10.0
Veterinary Nurses (TT)	10.6	3.0	39.8	Below Average	45	99	29	\$	1.4	13.0
Arts and Entertainment										
Actors, Dancers and Other Entertainers (P)	6.0	0.4	7.0	Above Average	70	52	29	-	0.9	15.2
Artistic Directors, Media Producers and Presenters (P)	16.8	6.1	56.9	Below Average	20	34	38	\$\$\$\$	1.5	9.1
Authors, and Book and Script Editors (P)	4.5	-3.1	-40.5	Above Average	46	75	49	\$\$\$	1.0	22.6
Fashion, Industrial and Jewellery Designers (P)	11.6	1.4	13.6	Below Average	21	54	35	\$\$	1.7	14.9
Film, Television, Radio and Stage Directors (P)	14.2	4.4	45.4	Below Average	23	24	40	\$\$\$\$	2.0	14.0
Gallery, Library and Museum Technicians (TT)	11.0	1.5	16.3	Below Average	54	87	50	\$	0.5	4.8
Graphic and Web Designers, and Illustrators (P)	46.5	-7.7	-14.2	Average	22	44	35	\$\$\$	6.8	14.5
Jewellers (TT)	5.3	-0.6	-10.5	Below Average	32	47	51	\$\$\$	0.2	4.2
Models and Sales Demonstrators (SW)	7.7	-2.7	-25.6	Above Average	69	74	44	\$\$\$\$	0.0	-0.1
Music Professionals (P)	12.2	4.0	49.2	Average	60	36	42	\$\$	0.8	6.7
Performing Arts Technicians (TT)	12.1	2.1	20.6	Average	39	26	34	\$\$\$\$	1.9	15.9
Photographers (P)	13.0	1.3	10.9	Average	52	49	37	\$\$\$\$	1.4	10.8
Photographic Developers and Printers (MO)	2.0	0.3	15.9	Above Average	46	85	26	\$	-0.2	-9.7
Visual Arts and Crafts Professionals (P)	8.7	0.1	1.3	Average	61	52	51	-	0.9	10.4
Automotive										
Automobile Drivers (MO)	39.6	3.9	10.8	Below Average	28	4	48	\$	6.1	15.3
Automotive Electricians (TT)	10.9	1.3	13.3	Below Average	6	1	33	\$\$\$\$	-0.2	-1.9
Car Detailers (L)	15.8	-2.5	-13.6	Above Average	39	14	32	\$	0.0	-0.2
Motor Mechanics (TT)	100.7	8.7	9.5	Average	6	0	35	\$\$	-2.6	-2.6
Motor Vehicle and Vehicle Parts Salespersons (SW)	36.8	5.9	19.1	Average	11	16	42	\$\$\$	4.6	12.4
Motor Vehicle Parts and Accessories Fitters (L)	13.0	-4.1	-23.9	Average	9	2	32	\$	-3.0	-22.6
Panelbeaters (TT)	16.1	0.3	2.1	Below Average	5	3	43	\$\$\$	-0.7	-4.3
Vehicle Body Builders and Trimmers (TT)	5.7	0.9	18.2	Below Average	9	3	46	\$\$\$	-0.8	-13.1
Vehicle Painters (TT)	12.6	1.9	17.6	Above Average	6	1	36	\$\$	0.0	0.2
Construction, Architecture and Design										
Architects and Landscape Architects (P)	24.5	1.7	7.6	Below Average	23	30	41	\$\$\$	4.4	18.1
Architectural, Building and Surveying Technicians (TT)	57.1	0.2	0.3	Below Average	8	10	43	\$\$\$\$	6.2	10.9
Bricklayers and Stonemasons (TT)	33.3	-1.9	-5.4	Below Average	9	0	41	\$\$\$	2.6	7.8
Building and Plumbing Labourers (L)	54.7	-0.7	-1.2	Above Average	17	2	33	\$\$\$	-1.3	-2.3
Cabinetmakers (TT)	26.1	-2.4	-8.4	Average	8	4	39	\$\$	-2.0	-7.8
Carpenters and Joiners (TT)	123.9	5.1	4.3	Average	7	0	31	\$\$\$	12.0	9.7
Civil Engineering Draftspersons and Technicians (TT)	8.5	-4.3	-33.5	Below Average	4	10	38	\$\$\$\$	-1.1	-12.4
Civil Engineering Professionals (P)	43.0	-4.4	-9.2	Average	6	10	38	\$\$\$\$	4.2	9.8
Concreters (L)	34.8	-1.2	-3.3	Average	13	1	37	\$\$	1.1	3.2
Construction Managers (M)	79.7	0.3	0.4	Average	7	5	44	\$\$\$\$	5.5	6.9
Crane, Hoist and Lift Operators (MO)	14.9	1.6	11.9	Above Average	6	1	44	\$\$\$\$	-1.1	-7.1
Earthmoving Plant Operators (MO)	42.2	-9.1	-17.7	Average	6	2	42	\$\$\$\$	-6.5	-15.4
Electricians (TT)	165.5	25.4	18.1	Average	6	1	34	\$\$\$\$	26.0	15.7
Fencers (L)	7.0	-5.0	-41.7	Above Average	14	3	37	\$\$	-0.2	-2.5
Floor Finishers (TT)	12.7	2.9	29.7	Average	17	1	40	\$	0.0	0.1



Occupation	Employ't	5 year change		Unemploy't	Working	Female	Median	Median	Future	
	Nov 2015	to Nov 2015		Rate 2015	Part-time		Age	Earnings	Employ't	Change
	'000	'000	%		%	%	years		'000	%
Glaziers (TT)	8.3	-1.7	-17.3	Above Average	2	1	43	\$\$	0.4	4.6
Handypersons (L)	40.4	1.6	4.2	Above Average	42	4	53	\$\$	-1.6	-3.8
Insulation and Home Improvement Installers (L)	19.6	0.4	1.9	Above Average	14	1	37	\$\$\$	1.1	5.4
Interior Designers (P)	11.5	3.5	43.9	Below Average	35	72	38	\$\$	2.3	19.9
Land Economists and Valuers (P)	10.9	3.5	46.8	Below Average	19	10	44	\$\$\$\$	0.6	5.6
Other Building and Engineering Technicians (TT)	25.4	4.9	23.6	Average	3	16	44	\$\$\$\$\$	0.8	3.1
Painting Trades Workers (TT)	46.4	2.2	5.0	Above Average	13	4	43	\$\$	0.8	1.7
Paving and Surfacing Labourers (L)	8.3	-2.0	-19.1	Above Average	2	2	41	\$\$\$	-0.2	-2.3
Plasterers (TT)	34.2	-2.4	-6.7	Average	7	2	38	\$\$\$	2.7	8.0
Plumbers (TT)	87.1	2.8	3.3	Average	7	1	33	\$\$	7.8	8.9
Roof Tilers (TT)	7.4	-0.9	-10.7	Below Average	15	2	32	\$\$	0.4	5.9
Safety Inspectors (TT)	6.0	2.6	78.7	Below Average	9	22	50	\$\$\$\$\$	0.7	11.4
Structural Steel Construction Workers (L)	29.0	10.8	59.2	Above Average	8	0	35	\$\$\$\$\$	6.4	21.9
Surveyors and Spatial Scientists (P)	13.1	-2.7	-17.1	Below Average	11	2	40	\$\$\$\$\$	1.6	12.1
Urban and Regional Planners (P)	8.9	-1.6	-15.0	Average	20	41	43	\$\$\$\$	0.4	4.2
Wall and Floor Tilers (TT)	24.4	4.9	25.0	Average	13	1	36	\$	2.4	10.1
Education and Training										
Driving Instructors (CP)	4.6	-1.3	-21.6	Above Average	52	20	48	\$\$\$	0.9	20.8
Early Childhood (Pre-primary School) Teachers (P)	36.4	16.0	78.3	Average	48	97	40	\$\$\$	9.8	27.0
Education Advisers and Reviewers (P)	14.7	3.1	26.6	Below Average	26	69	49	\$\$\$\$\$	1.1	7.5
Education Aides (CP)	87.6	22.2	33.9	Below Average	78	91	47	\$	17.8	20.4
Librarians (P)	8.4	-6.5	-43.5	Below Average	39	85	51	\$\$\$\$	0.1	0.7
Library Assistants (CA)	6.0	-0.8	-12.4	Above Average	69	95	51	-	-1.7	-27.6
Middle School Teachers (P)	0.9	-0.7	-43.2	Below Average	7	55	47	\$\$\$\$\$	0.1	12.3
Primary School Teachers (P)	147.5	1.9	1.3	Below Average	32	86	40	\$\$\$\$	16.0	10.8
Private Tutors and Teachers (P)	34.7	1.4	4.1	Average	76	73	37	\$	6.0	17.4
School Principals (M)	20.0	2.1	11.8	Below Average	4	57	51	\$\$\$\$\$	1.3	6.2
Secondary School Teachers (P)	134.0	-10.2	-7.1	Below Average	25	62	42	\$\$\$\$	10.5	7.8
Special Education Teachers (P)	24.8	7.6	44.1	Below Average	32	90	49	\$\$\$\$	5.2	21.1
Teachers of English to Speakers of Other Languages (P)	4.2	-0.4	-8.9	Below Average	66	84	49	\$	-0.4	-10.6
Training and Development Professionals (P)	23.3	-4.0	-14.5	Above Average	19	55	42	\$\$\$\$	0.0	-0.1
University Lecturers and Tutors (P)	59.1	8.2	16.2	Average	35	51	47	\$\$\$\$\$	11.5	19.5
Vocational Education Teachers (P)	32.2	-3.1	-8.9	Average	37	49	49	\$\$\$\$	0.6	2.0
Electrical and Electronics										
Airconditioning and Refrigeration Mechanics (TT)	24.3	2.4	11.0	Below Average	5	1	35	\$\$\$\$	0.0	0.1
Electrical Distribution Trades Workers (TT)	8.7	-3.1	-26.4	Average	0	1	42	\$\$\$\$	-1.1	-13.2
Electrical Engineering Draftspersons, Technicians (TT)	10.6	0.9	9.8	Below Average	8	8	46	\$\$\$\$	0.2	2.0
Electrical Engineers (P)	20.8	1.7	9.1	Below Average	7	10	38	\$\$\$\$\$	1.1	5.4
Electricians (TT)	165.5	25.4	18.1	Average	6	1	34	\$\$\$\$	26.0	15.7
Electronic Engineering Draftspersons, Technicians (TT)	6.2	3.1	98.8	Below Average	7	1	42	\$\$\$\$	-0.9	-13.7
Electronics Engineers (P)	3.8	-3.6	-48.5	Below Average	8	5	51	\$\$\$\$\$	-0.1	-3.4
Electronics Trades Workers (TT)	30.3	-7.2	-19.2	Average	15	5	36	\$\$\$	1.0	3.3
Telecommunications Technical Specialists (TT)	3.3	-1.1	-24.8	Above Average	3	8	50	\$\$	0.7	20.9
Telecommunications Trades Workers (TT)	22.3	-0.7	-3.0	Above Average	11	2	40	\$\$\$	2.9	12.8
Engineers and Engineering Trades										
Aircraft Maintenance Engineers (TT)	9.8	-5.7	-36.6	Average	6	9	46	\$\$\$\$\$	-0.8	-8.5
Chemical and Materials Engineers (P)	7.2	0.6	9.7	Below Average	5	10	37	\$\$\$	0.0	-0.4
Civil Engineering Draftspersons and Technicians (TT)	8.5	-4.3	-33.5	Below Average	4	10	38	\$\$\$\$	-1.1	-12.4
Civil Engineering Professionals (P)	43.0	-4.4	-9.2	Average	6	10	38	\$\$\$\$	4.2	9.8
Electrical Engineering Draftspersons, Technicians (TT)	10.6	0.9	9.8	Below Average	8	8	46	\$\$\$\$	0.2	2.0
Electrical Engineers (P)	20.8	1.7	9.1	Below Average	7	10	38	\$\$\$\$\$	1.1	5.4
Electronic Engineering Draftspersons, Technicians (TT)	6.2	3.1	98.8	Below Average	7	1	42	\$\$\$\$	-0.9	-13.7
Electronics Engineers (P)	3.8	-3.6	-48.5	Below Average	8	5	51	\$\$\$\$\$	-0.1	-3.4
Engineering Managers (M)	17.2	0.6	3.4	Below Average	5	11	43	\$\$\$\$\$	0.0	0.2
Engineering Production Workers (MO)	17.3	-6.1	-26.0	Average	4	4	43	\$\$\$	-2.9	-16.6
Industrial, Mechanical and Production Engineers (P)	31.4	3.4	12.1	Average	5	7	43	\$\$\$\$\$	-1.8	-5.9
Mechanical Engineering Draftspersons, Technicians (TT)	3.4	-4.0	-54.4	Above Average	8	3	46	\$\$\$\$\$	-0.2	-4.9
Metal Casting, Forging and Finishing Trades Workers (TT)	2.5	-0.1	-5.0	Below Average	13	5	45	\$\$	-0.2	-8.0
Metal Engineering Process Workers (L)	9.2	-5.1	-35.5	Above Average	9	2	45	\$\$	-2.9	-31.5



Occupation	Employ't	5 year change		Unemploy't	Working	Female	Median	Median	Future	
	Nov 2015	to Nov 2015		Rate 2015	Part-time		Age	Earnings	Employ't	Change
	'000	'000	%		%	%	years		'000	%
Metal Fitters and Machinists (TT)	117.2	13.0	12.5	Below Average	4	1	39	\$\$\$\$	-7.3	-6.2
Mining Engineers (P)	11.7	0.4	3.6	Average	5	10	34	\$\$\$\$\$	-2.6	-22.7
Other Engineering Professionals (P)	6.7	0.0	0.2	Below Average	8	6	38	\$\$\$\$	0.6	9.1
Precision Metal Trades Workers (TT)	8.6	0.1	0.8	Below Average	10	8	47	\$\$\$	1.3	15.0
Sheetmetal Trades Workers (TT)	7.6	-1.9	-20.4	Average	1	1	39	\$\$\$	0.4	5.3
Structural Steel and Welding Trades Workers (TT)	70.6	-7.4	-9.5	Below Average	4	0	37	\$\$\$	-7.4	-10.5
Telecommunications Engineering Professionals (P)	9.6	-2.6	-21.4	Average	4	14	37	\$\$\$\$	0.3	3.0
Toolmakers and Engineering Patternmakers (TT)	4.8	-0.4	-7.9	Below Average	11	3	52	\$\$\$\$	0.3	7.1
Executive and General Management										
Chief Executives and Managing Directors (M)	58.9	0.9	1.6	Below Average	11	23	50	\$\$\$\$\$	8.7	14.8
General Managers (M)	51.2	9.7	23.3	Below Average	6	29	47	\$\$\$\$\$	7.9	15.3
Policy and Planning Managers (M)	20.3	-3.4	-14.5	Average	15	51	43	\$\$\$\$\$	0.0	-0.2
Research and Development Managers (M)	9.2	-3.0	-24.4	Above Average	7	32	45	\$\$\$\$\$	0.0	0.5
Government, Defence and Protective Services										
Commissioned Officers (Management) (M)	1.7	0.8	98.7	Average	0	16	55	\$\$\$\$\$	0.3	15.4
Fire and Emergency Workers (CP)	18.1	2.7	17.4	Below Average	9	4	44	\$\$\$\$	1.6	8.8
Inspectors and Regulatory Officers (CA)	30.3	-3.0	-9.0	Below Average	14	42	44	\$\$\$	-3.0	-10.0
Intelligence and Policy Analysts (P)	20.3	3.6	21.4	Below Average	29	67	39	\$\$\$\$	0.7	3.6
Police (CP)	58.3	1.8	3.2	Below Average	8	22	40	\$\$\$\$	6.0	10.3
Prison Officers (CP)	17.7	5.4	44.0	Average	5	31	49	\$\$\$\$	1.4	7.8
Security Officers and Guards (CP)	53.1	0.8	1.5	Above Average	32	19	41	\$\$\$	5.5	10.4
Health and Community Services										
Aged and Disabled Carers (CP)	140.4	19.7	16.3	Average	65	81	47	\$	43.0	30.6
Ambulance Officers and Paramedics (CP)	16.8	5.3	46.7	Below Average	4	33	42	\$\$\$\$	1.8	11.0
Anaesthetists (P)	4.0	-1.5	-27.1	Below Average	19	24	50	\$\$\$\$\$	0.7	17.9
Child Care Centre Managers (M)	12.9	2.8	27.2	Below Average	14	87	41	\$\$\$	2.9	22.7
Child Carers (CP)	149.6	43.5	41.0	Above Average	51	94	31	\$	39.0	26.1
Chiropractors and Osteopaths (P)	6.9	3.0	77.3	Below Average	37	48	38	-	1.1	16.7
Complementary Health Therapists (P)	9.4	1.4	17.8	Below Average	57	77	50	-	3.0	32.4
Counsellors (P)	20.7	2.4	13.4	Average	51	79	47	\$\$\$	4.8	23.2
Dental Assistants (CP)	18.4	-2.2	-10.7	Average	43	97	31	\$	0.9	4.8
Dental Hygienists, Technicians and Therapists (CP)	7.6	0.2	3.2	Below Average	45	59	43	\$\$\$	0.0	-0.4
Dental Practitioners (P)	10.3	0.3	2.8	Below Average	38	50	44	\$\$\$\$\$	1.0	9.4
Dietitians (P)	6.6	2.7	68.9	Below Average	37	97	34	\$\$\$\$	2.4	37.1
Diversional Therapists (CP)	7.4	1.5	26.0	Below Average	51	95	55	\$\$	0.7	10.0
Enrolled and Mothercraft Nurses (CP)	20.5	-10.1	-33.0	Below Average	50	92	47	\$\$	-0.7	-3.4
Generalist Medical Practitioners (P)	59.5	14.7	32.9	Below Average	19	43	41	\$\$\$\$\$	14.6	24.5
Health and Welfare Services Managers (M)	19.0	0.5	2.6	Below Average	11	81	51	\$\$\$\$	4.3	22.5
Indigenous Health Workers (CP)	1.0	0.3	54.9	Above Average	29	74	46	\$	0.1	13.7
Massage Therapists (CP)	11.8	-3.3	-21.8	Below Average	70	80	43	\$	3.2	27.3
Medical Imaging Professionals (P)	19.8	5.4	37.6	Below Average	38	69	41	\$\$\$\$\$	5.9	29.7
Medical Laboratory Scientists (P)	19.3	-1.0	-4.9	Below Average	26	67	39	\$\$\$\$	4.2	21.5
Medical Technicians (TT)	30.2	3.8	14.5	Average	38	76	42	\$\$	8.8	29.1
Midwives (P)	17.4	3.1	21.3	Below Average	54	100	45	\$\$\$	1.0	6.0
Ministers of Religion (P)	15.0	-1.7	-9.9	Below Average	29	35	50	\$\$	-0.3	-2.1
Nurse Educators and Researchers (P)	5.6	-0.4	-6.3	Below Average	42	98	51	\$\$\$	1.3	23.5
Nurse Managers (P)	18.0	3.3	22.7	Below Average	26	89	48	\$\$\$\$\$	4.9	27.0
Nursing Support and Personal Care Workers (CP)	87.8	2.2	2.5	Average	56	76	44	\$	10.2	11.6
Occupational and Environmental Health Professionals (P)	24.0	-1.4	-5.6	Average	10	39	44	\$\$\$\$	3.4	14.3
Occupational Therapists (P)	16.6	6.2	60.2	Below Average	53	92	35	\$\$\$\$	4.0	24.0
Optometrists and Orthoptists (P)	6.8	3.3	92.5	Below Average	22	50	36	\$\$\$\$	0.7	10.2
Other Health Diagnostic and Promotion Professionals (P)	7.4	-0.5	-6.0	Below Average	33	82	44	\$\$\$\$	2.0	27.6
Other Medical Practitioners (P)	17.2	5.6	47.7	Below Average	19	58	41	\$\$\$\$\$	6.2	35.8
Personal Care Consultants (CP)	3.8	-0.1	-3.6	Above Average	64	77	51	-	0.9	23.1
Pharmacists (P)	25.1	2.9	13.0	Below Average	29	70	34	\$\$\$\$	5.0	20.0
Pharmacy Sales Assistants (SW)	40.6	5.7	16.4	Average	67	92	25	\$	8.3	20.4
Physiotherapists (P)	25.3	4.3	20.7	Below Average	33	66	35	\$\$\$\$	7.8	31.0
Podiatrists (P)	4.4	1.7	66.3	Below Average	29	39	34	\$\$\$	0.7	16.7
Practice Managers (CA)	24.2	10.8	81.0	Below Average	32	89	50	\$\$\$	3.9	16.3



Occupation	Employ't	5 year change		Unemploy't	Working	Female	Median	Median	Future	
	Nov 2015	to Nov 2015		Rate 2015	Part-time		Age	Earnings	Employ't	Change
	'000	'000	%		%	%	years		'000	%
Psychiatrists (P)	5.1	2.5	97.4	Below Average	25	39	54	\$\$\$\$	0.6	11.7
Psychologists (P)	23.4	1.1	4.8	Below Average	43	78	43	\$\$\$\$	2.1	8.9
Registered Nurses (P)	257.4	48.2	23.1	Below Average	46	88	44	\$\$\$\$	51.4	20.0
Social Professionals (P)	10.1	-3.6	-26.6	Average	65	64	41	\$\$\$	0.3	3.0
Social Workers (P)	30.8	9.3	43.3	Below Average	31	83	37	\$\$\$	8.7	28.2
Special Care Workers (CP)	2.4	-0.2	-8.2	Above Average	33	95	43	\$\$\$	0.4	18.1
Specialist Physicians (P)	6.4	0.3	5.2	Below Average	21	33	49	\$\$\$\$	0.7	11.7
Speech Professionals and Audiologists (P)	9.6	3.0	46.0	Below Average	38	93	40	\$\$\$\$	3.9	40.8
Surgeons (P)	7.2	0.2	2.4	Below Average	22	24	43	\$\$\$\$	1.8	25.8
Welfare Support Workers (CP)	60.9	12.4	25.5	Average	43	67	42	\$\$\$	11.6	19.0
Welfare, Recreation and Community Arts Workers (P)	25.2	1.8	7.8	Average	38	71	41	\$\$\$	4.0	15.9
Hospitality, Food Services and Tourism										
Bakers and Pastrycooks (TT)	32.0	4.5	16.2	Average	24	32	33	\$\$	1.0	3.1
Bar Attendants and Baristas (CP)	93.7	18.6	24.7	Above Average	61	50	25	\$	11.7	12.5
Butchers and Smallgoods Makers (TT)	21.3	5.5	34.6	Above Average	18	6	40	\$	0.1	0.5
Café and Restaurant Managers (M)	73.0	5.5	8.2	Average	18	54	41	\$\$	15.6	21.4
Café Workers (CP)	31.2	11.3	56.4	Above Average	79	81	24	\$	5.1	16.3
Caravan Park and Camping Ground Managers (M)	6.7	3.5	109.7	Average	9	53	58	\$\$	0.2	3.5
Chefs (TT)	85.0	13.5	18.9	Average	22	25	34	\$\$	19.2	22.6
Conference and Event Organisers (M)	23.2	2.0	9.6	Average	31	70	35	\$\$\$\$	2.2	9.5
Cooks (TT)	34.3	-2.2	-6.0	Above Average	51	57	39	\$	2.4	7.1
Fast Food Cooks (L)	37.8	3.5	10.3	Above Average	84	27	18	\$	2.9	7.7
Food Trades Assistants (L)	4.8	0.8	19.4	Below Average	65	56	32	\$	-0.2	-3.6
Gallery, Museum and Tour Guides (CP)	9.3	1.8	24.7	Below Average	39	52	39	\$\$\$	2.0	21.1
Gaming Workers (CP)	8.4	-0.7	-7.8	Below Average	23	35	40	\$	0.2	1.9
Hotel and Motel Managers (M)	25.5	3.6	16.5	Average	10	40	42	\$\$	1.1	4.2
Hotel Service Managers (CP)	6.1	-2.1	-25.9	Average	19	73	35	\$\$	0.0	0.3
Housekeepers (L)	26.7	1.7	6.9	Above Average	76	85	43	\$	4.5	16.8
Kitchenhands (L)	127.1	11.0	9.5	Above Average	81	55	24	\$	8.4	6.6
Licensed Club Managers (M)	8.2	1.5	22.8	Below Average	18	40	43	\$\$	0.0	0.3
Outdoor Adventure Guides (CP)	2.6	0.4	17.1	Below Average	33	40	38	\$	0.2	8.5
Tourism and Travel Advisers (CP)	25.6	1.8	7.7	Average	23	75	37	\$\$	7.3	28.7
Travel Attendants (CP)	12.0	0.1	0.9	Below Average	42	73	41	\$\$\$\$	2.3	18.8
Waiters (CP)	120.0	1.0	0.9	Above Average	81	77	22	\$	19.0	15.8
Information and Communication Technology (ICT)										
Computer Network Professionals (P)	29.1	4.7	19.1	Below Average	4	6	38	\$\$\$\$	4.6	16.0
Database and Systems Administrators, and ICT Security Specialists (P)	38.6	6.6	20.6	Average	9	20	40	\$\$\$\$	6.8	17.6
Graphic and Web Designers, and Illustrators (P)	46.5	-7.7	-14.2	Average	22	44	35	\$\$\$	6.8	14.5
ICT Business and Systems Analysts (P)	23.9	-0.1	-0.3	Average	7	29	39	\$\$\$\$	0.8	3.3
ICT Managers (M)	58.0	17.0	41.3	Average	5	23	42	\$\$\$\$	14.8	25.4
ICT Sales Assistants (SW)	23.0	3.3	16.8	Average	30	35	28	\$	1.6	6.9
ICT Sales Professionals (P)	16.1	-0.1	-0.5	Below Average	13	30	40	\$\$\$\$	2.2	13.6
ICT Support and Test Engineers (P)	7.2	-0.2	-3.0	Average	12	24	40	\$\$\$\$	1.9	26.5
ICT Support Technicians (TT)	50.5	0.9	1.7	Average	10	20	35	\$\$\$	5.7	11.2
ICT Trainers (P)	2.8	0.3	9.9	Above Average	24	41	44	\$\$\$\$	0.0	0.2
Multimedia Specialists and Web Developers (P)	10.3	-0.6	-5.2	Average	21	13	34	\$\$\$\$	0.3	2.5
Software and Applications Programmers (P)	98.3	21.8	28.5	Below Average	8	18	38	\$\$\$\$	18.0	18.4
Telecommunications Technical Specialists (TT)	3.3	-1.1	-24.8	Above Average	3	8	50	\$\$	0.7	20.9
Telecommunications Trades Workers (TT)	22.3	-0.7	-3.0	Above Average	11	2	40	\$\$\$	2.9	12.8
Legal and Insurance										
Actuaries, Mathematicians and Statisticians (P)	7.9	2.3	41.0	Average	21	33	38	\$\$\$\$	0.7	9.5
Barristers (P)	8.4	0.1	1.2	Below Average	15	33	49	\$\$\$\$	0.6	7.7
Conveyancers and Legal Executives (CA)	12.3	0.8	6.7	Average	23	69	48	\$\$\$	0.1	0.8
Court and Legal Clerks (CA)	13.3	1.6	13.3	Below Average	36	76	34	\$\$\$	0.1	0.7
Insurance Agents (SW)	11.0	-1.4	-11.1	Average	17	46	36	\$\$	0.8	6.9
Insurance Investigators, Loss Adjusters and Risk Surveyors (CA)	4.5	-1.4	-23.4	Above Average	16	42	42	\$\$\$\$	-0.7	-15.9
Insurance, Money Market and Statistical Clerks (CA)	29.9	2.1	7.5	Average	21	72	41	\$\$\$	0.2	0.6
Solicitors (P)	67.7	5.4	8.7	Below Average	13	47	38	\$\$\$\$	11.9	17.6



Occupation	Employ't	5 year change		Unemploy't	Working	Female	Median	Median	Future	
	Nov 2015	to Nov 2015		Rate 2015	Part-time		Age	Earnings	Employ't	Change
	'000	'000	%		%	%	years		'000	%
Manufacturing										
Boat Builders and Shipwrights (TT)	4.7	-1.2	-20.4	Below Average	6	2	46	\$\$\$	0.3	5.6
Canvas and Leather Goods Makers (TT)	1.2	-1.1	-47.8	Below Average	4	33	54	-	0.0	-1.8
Clay, Concrete, Glass and Stone Processing Machine Operators (MO)	2.8	-0.4	-13.0	Average	4	3	47	-	-0.3	-9.7
Clothing Trades Workers (TT)	6.7	-2.1	-24.1	Above Average	52	82	46	\$	-1.2	-17.6
Engineering Production Workers (MO)	17.3	-6.1	-26.0	Average	4	4	43	\$\$\$	-2.9	-16.6
Food and Drink Factory Workers (L)	29.6	-3.6	-10.7	Above Average	17	28	44	\$\$	0.1	0.3
Graphic Pre-press Trades Workers (TT)	1.9	-2.1	-52.6	Average	25	18	47	\$\$	-0.3	-15.4
Industrial Spraypainters (MO)	9.5	1.4	17.2	Above Average	9	1	39	\$\$	-1.1	-11.4
Manufacturers (M)	19.7	-4.5	-18.7	Average	20	29	48	\$\$\$	1.1	5.4
Meat Boners and Slicers, and Slaughterers (L)	11.4	-0.9	-7.0	Average	4	7	32	\$	-0.8	-6.8
Meat, Poultry and Seafood Process Workers (L)	15.8	1.2	7.9	Average	13	26	37	\$	-0.4	-2.4
Metal Engineering Process Workers (L)	9.2	-5.1	-35.5	Above Average	9	2	45	\$\$	-2.9	-31.5
Packers (L)	65.3	7.4	12.8	Above Average	39	53	38	\$	-1.3	-1.9
Paper and Wood Processing Machine Operators (MO)	3.5	-3.2	-47.4	Average	8	3	46	\$	-0.3	-9.7
Plastics and Rubber Factory Workers (L)	3.6	0.2	6.8	Above Average	21	37	39	\$	-0.1	-3.0
Plastics and Rubber Production Machine Operators (MO)	9.0	-0.7	-6.9	Above Average	5	27	44	\$\$\$\$	-0.9	-9.7
Print Finishers and Screen Printers (TT)	2.4	-2.2	-47.3	Below Average	12	16	42	\$\$	-0.4	-15.4
Printers (TT)	13.7	-3.4	-20.0	Below Average	9	10	45	\$\$	-2.1	-15.4
Printing Assistants and Table Workers (L)	2.9	-3.7	-56.0	Above Average	35	46	40	-	-1.0	-35.2
Product Assemblers (L)	26.9	-7.6	-22.0	Above Average	19	17	42	\$	-7.6	-28.2
Product Quality Controllers (L)	11.3	-6.2	-35.5	Above Average	13	40	45	\$\$	-1.2	-10.4
Production Managers (M)	55.5	-1.8	-3.1	Below Average	4	13	46	\$\$\$\$	1.1	2.0
Sewing Machinists (MO)	7.7	-5.7	-42.5	Average	30	82	54	\$	-2.8	-36.3
Textile and Footwear Production Machine Operators (MO)	1.8	-0.1	-3.9	Average	9	50	53	\$	-0.7	-36.3
Timber and Wood Process Workers (L)	5.7	-2.7	-32.5	Above Average	19	9	32	\$	-0.6	-11.4
Upholsterers (TT)	3.2	0.7	29.9	Above Average	10	17	50	\$\$	-0.5	-16.6
Wood Machinists and Other Wood Trades Workers (TT)	5.6	-0.9	-13.6	Average	17	16	48	\$	0.4	7.1
Mining and Energy										
Chemical, Gas, Petroleum and Power Generation Plant Operators (TT)	10.4	0.7	7.1	Below Average	4	0	48	\$\$\$\$\$	-0.3	-2.7
Drillers, Miners and Shot Firers (MO)	48.5	5.6	13.2	Average	4	8	40	\$\$\$\$\$	-12.3	-25.3
Geologists and Geophysicists (P)	7.5	-0.7	-8.4	Above Average	16	26	44	\$\$\$\$\$	-0.5	-6.0
Mining Engineers (P)	11.7	0.4	3.6	Average	5	10	34	\$\$\$\$\$	-2.6	-22.7
Personal Services										
Beauty Therapists (CP)	28.1	3.7	15.4	Below Average	51	99	32	\$	8.0	28.7
Car Detailers (L)	15.8	-2.5	-13.6	Above Average	39	14	32	\$	0.0	-0.2
Caretakers (L)	5.6	-0.7	-11.3	Below Average	34	16	58	\$	-0.2	-3.1
Commercial Cleaners (L)	136.3	-15.5	-10.2	Average	65	57	47	\$	-7.0	-5.1
Domestic Cleaners (L)	32.3	1.4	4.4	Average	80	79	49	\$\$	1.1	3.5
Fitness Instructors (CP)	31.0	8.9	40.5	Below Average	63	51	32	\$\$\$\$	10.8	35.0
Funeral Workers (CP)	2.2	-1.5	-40.0	Below Average	25	44	56	\$\$	0.5	23.0
Gardeners (TT)	64.3	-3.4	-5.0	Average	27	10	38	\$\$	6.6	10.3
Hairdressers (TT)	61.4	9.3	17.8	Average	44	88	32	\$	5.8	9.4
Handypersons (L)	40.4	1.6	4.2	Above Average	42	4	53	\$\$	-1.6	-3.8
Housekeepers (L)	26.7	1.7	6.9	Above Average	76	85	43	\$	4.5	16.8
Laundry Workers (L)	13.6	-4.2	-23.6	Average	59	81	51	\$	0.3	1.9
Massage Therapists (CP)	11.8	-3.3	-21.8	Below Average	70	80	43	\$	3.2	27.3
Personal Care Consultants (CP)	3.8	-0.1	-3.6	Above Average	64	77	51	-	0.9	23.1
Sales, Retail, Wholesale and Real Estate										
Advertising and Sales Managers (M)	125.9	4.0	3.3	Average	8	38	41	\$\$\$\$\$	6.5	5.2
Auctioneers, and Stock and Station Agents (SW)	2.1	-1.9	-48.6	Below Average	0	2	49	\$\$	0.2	10.3
Butchers and Smallgoods Makers (TT)	21.3	5.5	34.6	Above Average	18	6	40	\$	0.1	0.5
Call or Contact Centre and Customer Service Managers (M)	37.0	1.5	4.1	Below Average	10	46	41	\$\$\$	4.8	12.9
Checkout Operators and Office Cashiers (SW)	123.5	-17.8	-12.6	Above Average	83	75	22	\$	-8.6	-6.9
Florists (TT)	8.7	3.3	60.5	Above Average	42	89	40	-	0.4	4.8
General Sales Assistants (SW)	552.8	44.5	8.8	Above Average	71	67	24	\$	65.8	11.9
ICT Sales Assistants (SW)	23.0	3.3	16.8	Average	30	35	28	\$	1.6	6.9
Importers, Exporters and Wholesalers (M)	17.6	-5.7	-24.5	Below Average	18	24	48	\$\$\$\$	-0.8	-4.5



Occupation	Employ't	5 year change		Unemploy't	Working	Female	Median	Median	Future	
	Nov 2015	to Nov 2015		Rate 2015	Part-time		Age	Earnings	Employ't	Change
	'000	'000	%		%	%	years		'000	%
Jewellers (TT)	5.3	-0.6	-10.5	Below Average	32	47	51	\$\$\$	0.2	4.2
Land Economists and Valuers (P)	10.9	3.5	46.8	Below Average	19	10	44	\$\$\$\$	0.6	5.6
Models and Sales Demonstrators (SW)	7.7	-2.7	-25.6	Above Average	69	74	44	\$\$\$\$	0.0	-0.1
Motor Vehicle and Vehicle Parts Salespersons (SW)	36.8	5.9	19.1	Average	11	16	42	\$\$\$	4.6	12.4
Pharmacy Sales Assistants (SW)	40.6	5.7	16.4	Average	67	92	25	\$	8.3	20.4
Photographic Developers and Printers (MO)	2.0	0.3	15.9	Above Average	46	85	26	\$	-0.2	-9.7
Real Estate Sales Agents (SW)	88.9	2.4	2.8	Below Average	19	48	44	\$\$	9.9	11.2
Retail and Wool Buyers (SW)	3.7	-4.0	-51.7	Average	14	54	44	\$\$\$\$	0.6	17.4
Retail Managers (M)	235.2	6.1	2.7	Below Average	16	48	41	\$\$	11.3	4.8
Retail Supervisors (SW)	36.2	-1.3	-3.5	Below Average	33	59	32	\$\$	5.5	15.3
Sales Representatives (SW)	96.3	-11.2	-10.4	Average	16	35	42	\$\$\$	11.1	11.5
Service Station Attendants (SW)	11.1	2.9	35.8	Above Average	73	41	34	\$	-0.4	-3.3
Shelf Fillers (L)	58.4	-10.3	-15.0	Above Average	74	34	24	\$	-1.1	-1.9
Storepersons (MO)	124.3	18.1	17.0	Above Average	19	20	40	\$\$	11.4	9.1
Street Vendors and Related Salespersons (SW)	9.2	-2.2	-19.4	Average	59	60	42	\$	-0.3	-3.3
Technical Sales Representatives (P)	25.2	-7.0	-21.8	Average	9	30	42	\$\$\$\$	-0.1	-0.5
Telemarketers (SW)	11.2	0.7	7.0	Above Average	56	57	35	\$	1.3	11.6
Ticket Salespersons (SW)	15.6	0.3	1.8	Average	51	75	30	\$\$	0.5	3.5
Vending Machine Attendants (L)	5.2	0.0	0.5	Below Average	67	55	32	\$	-0.5	-9.1
Visual Merchandisers (SW)	6.5	-0.7	-10.2	Below Average	51	91	41	\$\$	0.2	2.3
Science										
Agricultural and Forestry Scientists (P)	8.0	2.4	42.3	Average	20	20	46	\$\$\$\$	0.4	4.5
Chemists, and Food and Wine Scientists (P)	7.8	-1.6	-17.3	Average	14	28	41	\$\$\$	-0.3	-4.0
Environmental Scientists (P)	18.7	-0.6	-2.9	Below Average	16	41	38	\$\$\$\$	0.6	3.0
Geologists and Geophysicists (P)	7.5	-0.7	-8.4	Above Average	16	26	44	\$\$\$\$	-0.5	-6.0
Life Scientists (P)	4.3	-5.5	-56.4	Below Average	15	53	40	\$\$\$\$	0.0	-0.8
Medical Laboratory Scientists (P)	19.3	-1.0	-4.9	Below Average	26	67	39	\$\$\$\$	4.2	21.5
Other Natural and Physical Science Professionals (P)	8.6	-1.3	-13.4	Below Average	18	40	38	\$\$\$\$	-0.3	-3.1
Science Technicians (TT)	16.1	2.7	20.3	Average	22	57	43	\$\$\$	0.3	1.8
Surveyors and Spatial Scientists (P)	13.1	-2.7	-17.1	Below Average	11	2	40	\$\$\$\$	1.6	12.1
Sport and Recreation										
Amusement, Fitness and Sports Centre Managers (M)	15.1	2.9	23.5	Average	16	36	37	\$\$\$	3.1	20.8
Betting Clerks (CA)	2.3	-1.6	-41.2	Above Average	83	87	61	-	0.3	13.6
Fitness Instructors (CP)	31.0	8.9	40.5	Below Average	63	51	32	\$\$\$\$	10.8	35.0
Greenkeepers (TT)	13.2	-1.3	-9.0	Above Average	29	1	43	\$	0.5	3.9
Outdoor Adventure Guides (CP)	2.6	0.4	17.1	Below Average	33	40	38	\$	0.2	8.5
Sports Coaches, Instructors and Officials (CP)	45.3	19.0	72.3	Average	78	47	23	\$\$\$	10.8	23.8
Sportspersons (CP)	13.6	3.6	36.1	Average	63	27	23	\$\$\$	3.1	22.8
Transport and Logistics										
Air Transport Professionals (P)	13.2	-0.7	-5.0	Below Average	28	10	43	\$\$\$\$	-1.0	-7.9
Automobile Drivers (MO)	39.6	3.9	10.8	Below Average	28	4	48	\$	6.1	15.3
Bus and Coach Drivers (MO)	34.4	1.3	4.0	Below Average	41	11	57	\$\$\$	0.3	1.0
Couriers and Postal Deliverers (CA)	44.5	-5.4	-10.8	Average	21	22	48	\$\$	1.1	2.4
Delivery Drivers (MO)	46.0	4.8	11.5	Average	36	9	41	\$	8.0	17.4
Driving Instructors (CP)	4.6	-1.3	-21.6	Above Average	52	20	48	\$\$\$	0.9	20.8
Forklift Drivers (MO)	60.7	-3.2	-5.0	Above Average	9	3	40	\$\$	1.8	3.0
Freight and Furniture Handlers (L)	15.0	-3.2	-17.7	Above Average	25	5	36	\$\$\$	-1.5	-10.0
Marine Transport Professionals (P)	10.5	1.3	14.6	Above Average	15	6	51	\$\$\$\$	-0.7	-6.5
Purchasing and Supply Logistics Clerks (CA)	87.1	3.5	4.1	Average	14	43	40	\$\$	-1.2	-1.4
Railway Track Workers (L)	5.2	-2.6	-33.0	Above Average	3	3	47	\$\$	0.3	4.9
Recycling and Rubbish Collectors (L)	3.1	1.1	54.4	Below Average	32	1	49	-	-0.5	-14.6
Supply and Distribution Managers (M)	44.0	15.9	56.8	Average	3	28	45	\$\$\$\$	1.5	3.4
Train and Tram Drivers (MO)	14.3	2.2	18.0	Below Average	2	9	48	\$\$\$\$	1.5	10.2
Transport and Despatch Clerks (CA)	45.9	12.2	36.3	Below Average	11	38	43	\$\$\$	8.8	19.1
Transport Services Managers (M)	16.1	-2.5	-13.5	Below Average	10	16	49	\$\$\$	2.1	12.9
Truck Drivers (MO)	173.0	14.9	9.4	Average	8	3	47	\$\$\$	10.3	5.9



DATA SOURCES

Australian Bureau of Statistics (ABS) abs.gov.au

- *Labour Force, Australia*, January 2016
- *Labour Force, Australia, Detailed*, November 2015
- *Characteristics of Employment, Australia*, August 2014
- *Education and Work*, May 2015
- *Labour Mobility, Australia*, February 2013
- *Australian and New Zealand Standard Classification of Occupations*
- *Australian and New Zealand Standard Industrial Classification*

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

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

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

Youth disengagement refers to the proportion of youth (aged 15 to 24 years) who are not in employment (either part-time or full-time) and/or not attending full-time education.

Employment data for industries and occupations are Department of Employment trend of ABS data (where available). All other data are annual averages of original data.

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

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

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

'Share of total' proportions are calculated from more detailed data, results obtained by manually calculating may not match what is included in this publication. Similarly, due to rounding, totals may not add to 100%.

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

Educational attainment charts

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

No post-school qualifications figures are for employed persons who have not completed any tertiary education (that is, university or vocational education and training).

The 'other' figure includes - vocational education and training certificate I, II and not further defined; no educational attainment; and educational attainment level not determined.

Department of Education and Training education.gov.au

- *Higher Education Student Data Collections*

Higher education data are for domestic student enrolments in universities.

Department of Employment employment.gov.au

- *Employment Projections* lmip.gov.au
- *Labour Market for Apprentices, 2014-15*
employment.gov.au/entry-level-labour-markets
- *Entry level jobs – opportunities and barriers*
employment.gov.au/entry-level-labour-markets
- *Skill Shortage Research* employment.gov.au/skill-shortages
- *Survey of Employers' Recruitment Experiences*
employment.gov.au/regionalreport

More detailed occupational information is available at joboutlook.gov.au

Graduate Careers Australia graduatecareers.com.au

- *GradStats, 2015*
- *Graduate Destinations*
- *Graduate Salaries*

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

Bachelor and masters degree employment outcomes are for all domestic graduates four months after completing their degree.

These figures differ from the publicly released data, which refer to graduates who found *full-time* employment as a proportion of those available for *full-time* work.

Salary data refer to median starting salaries for domestic bachelor degree graduates in their first full-time employment and aged less than 25 years.

National Centre for Vocational Education Research www.ncver.edu.au

- *Apprentices and Trainees, 2014*
- *Government-Funded Students and Courses, 2015*
- *Government-Funded Student Outcomes*, various issues
- *Longitudinal Surveys of Australian Youth*, Paper 2761
- *VOCSTATS*, tables generated February 2016

Vocational education and training graduate employment outcomes data are for all domestic graduates six months after completing their training.

Other

CSIRO, *Tomorrow's Digitally Enabled Workforce*
csiro.au/Tomorrows-Digitally-Enabled-Workforce

ACCI and BCA, *Employability Skills for the Future*
voced.edu.au/content/ngv%3A12484



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JOBS 2016