



Australian Government
Department of Employment



AUSTRALIAN JOBS 2017

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INTRODUCTION

Welcome to the 2017 edition of the *Australian Jobs* report. This publication provides an overview of trends in the Australian labour market to support job seekers, careers intermediaries, those considering future training and work, and people interested in labour market issues.

How to use *Australian Jobs*

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

The analysis in this publication is summary in nature but it provides an introduction to some of the factors which can be considered in understanding employment conditions and changes which are occurring in the labour market. It also provides links to more detailed information. The Department of Employment publishes significant labour market analysis on its website (at employment.gov.au/employment-research-and-statistics) and on specialist websites such as the Labour Market Information Portal (lmip.gov.au) and Job Outlook (joboutlook.gov.au).

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

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

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

In addition, the Australian Government has implemented the Youth Jobs PaTH program to support young people to gain the skills and work experience they need to get and keep a job. It also assists employers to host internship placements and provides them with incentives when they take on a young person. More information about Youth Jobs PaTH is available on the Department's website at employment.gov.au.

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

The contents of *Australian Jobs 2017* 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.

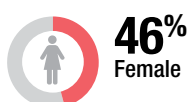
NATIONAL OVERVIEW

11,949,300
 EMPLOYED AT NOVEMBER 2016

↑0.7% SINCE NOVEMBER 2015

↑6.2% SINCE NOVEMBER 2011

31%
 Regional

32%
 Working part-time

46%
 Female

15%
 Aged 15 to 24 years

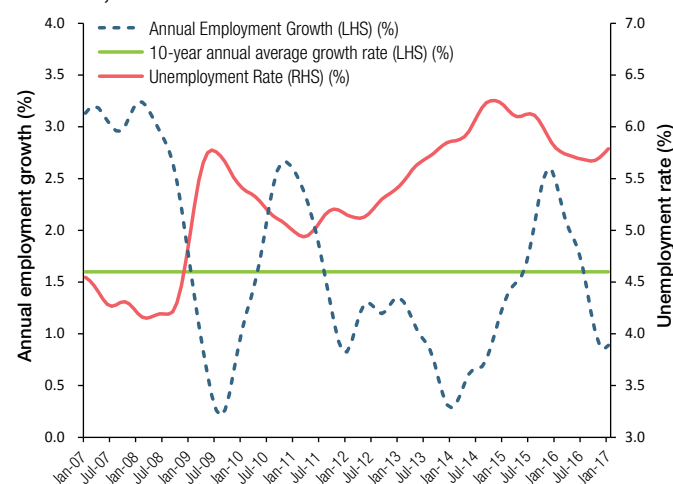
39%
 Aged 45 years or older

There are almost 12.0 million people aged 15 years or older in Australia who are employed. More than two-thirds (68%) of those work full-time, almost half (46%) are female and almost two in every five (4.7 million) are aged 45 years or older. Around 1.8 million workers are aged 15 to 24 accounting for 15% of total employment.

Recent labour market developments (to Jan 2017)

Labour market conditions softened over the year, with the level of employment increasing by 103,400 (or 0.9%), below the annual average rate of 1.6% recorded over the last decade. The increase in employment over the year was due, entirely, to a rise in part-time employment, up by 159,400 (or 4.3%) to 3,872,500 in January 2017, while full-time employment fell by 56,100 (or 0.7%), to 8,125,700. While the unemployment rate decreased by 0.3 percentage points over the year, to 5.7% in January 2017, the decline was driven, in part, by a fall in the participation rate (from 65.2% in January 2016 to 64.6% in January 2017).

Unemployment rate and annual employment growth, Australia, Jan 2007 to Jan 2017



Youth labour market

While youth labour market conditions have improved over recent years, young people still face challenges getting a job. For instance, while the youth unemployment rate has fallen, from a recent peak of 14.3% in November 2014, to 12.3% in January 2017, it remains well above the 8.8% recorded in September 2008 and more than double the rate recorded for all persons.

Reflecting the difficulty many young people are encountering trying to find work, those in this age cohort are remaining unemployed for longer periods and, accordingly, the burden of long-term unemployment (LTU) is being disproportionately felt by youth. For instance, young people now comprise 28.2% of the LTU pool, well above the 22.6% recorded in September 2008 (albeit down from a recent peak of 30.6% in July 2014).

That said, it is encouraging that the proportion of youth participating in full-time education increased from 52.1% in January 2016, to a record high of 53.2% in January 2017, as higher levels of educational attainment significantly improve the labour market prospects of young people (see page 31).

While employment outcomes for higher education graduates improved slightly over the year, with 70.9% of bachelor degree graduates finding full-time employment four months after graduating in 2016, up from 68.8% in 2015, they remain well below the 85.2% recorded in 2008, prior to the GFC.

There has also been an increase in the proportion of graduates who are employed in an occupation that is not commensurate with their level of educational attainment, suggesting that graduates are 'pushing down' into lower skill level occupations (where they are competing with people with fewer or no qualifications, such as the long-term unemployed and low skilled young people).

Employment by state and territory

State or territory	Employment				Employment Profile			Workforce Educational Profile		
	Employ't Nov 2016	Share of total	5 year change to Nov 2015		Part-time	Aged 15 to 24 years	Aged 45 years or older	Bachelor degree or higher	Cert III or higher VET qual	No post-school qual
	'000	%	'000	%	%	%	%	%	%	%
New South Wales	3,802.0	32	285.1	8.1	31	15	39	34	30	31
Victoria	3,078.1	26	268.3	9.6	33	15	39	34	30	31
Queensland	2,340.5	20	53.9	2.4	31	16	40	25	35	35
South Australia	814.9	7	4.8	0.6	35	15	43	27	31	36
Western Australia	1,332.7	11	72.4	5.7	32	16	39	28	34	32
Tasmania	238.0	2	0.5	0.2	35	16	45	24	36	33
Northern Territory	134.8	1	11.8	9.6	20	15	37	23	34	36
Australian Capital Territory	214.8	2	7.4	3.5	26	15	36	46	26	24
Australia¹	11,949.3	100	698.7	6.2	32	15	39	31	32	33

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



For more information see lmip.gov.au

AUSTRALIAN JOBS 2017

NATIONAL RECRUITMENT CONDITIONS

Businesses are key participants in the world of work, as they provide employment opportunities for job seekers. Examining their recruitment experiences therefore improves our understanding of the Australian labour market and the challenges job seekers face when they are looking for work.

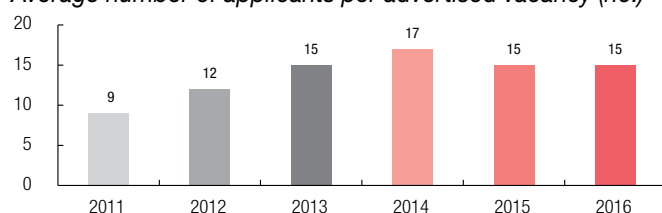
For example, when businesses report that fewer people are applying for vacant positions, it suggests that job seekers are likely to find employment more easily. On the other hand, when they attract higher numbers of applicants it is likely to be more difficult.

With employment growth remaining below trend in 2016, the jobs market remains relatively soft. Nevertheless, there are some signs that recruitment conditions may have improved.

How much competition is there for available jobs?

In 2016, there were 15 applicants, on average, for each advertised vacancy, down from 17 in 2014. The decrease is a promising sign for job seekers.

Average number of applicants per advertised vacancy (no.)



Although overall job search conditions in Australia have been showing signs of improvement, it is important to note that some labour markets are stronger than others (see individual state and territory analysis on the following pages).

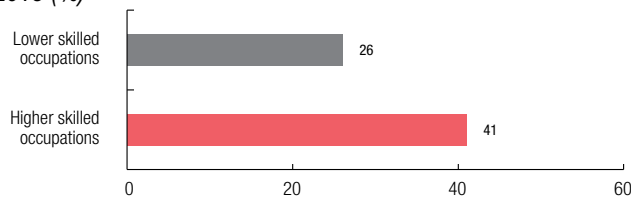
While the lower number of applicants vying for each vacancy is encouraging, job seekers may still face strong competition when applying for jobs. To be successful in gaining employment, it is important to understand what businesses expect from applicants. Employer feedback about the qualities of job applicants shows that, in addition to lacking related experience (see commentary below), many job seekers are not adequately prepared because they

- have inadequate soft skills or are poorly presented
- lack the necessary training, licences or qualifications
- have not prepared an application that is well set out, free of spelling and grammatical mistakes, and tailored to the job.

Businesses with recruitment difficulties

Many businesses have difficulty finding the workers they need to support and grow their businesses. Understanding recruitment conditions for different occupations helps provide an understanding of which jobs are in strong demand and the education and skills that are likely to be required in the future.

Proportion of businesses reporting difficulty recruiting, 2016 (%)



Businesses typically find it harder to recruit suitable workers for higher skilled occupations, although skill shortages are not widespread or significant in the Australian labour market at the moment. In 2016, a markedly larger proportion of businesses which were recruiting workers for higher skilled occupations, such as *Professionals*, and *Technicians and Trades Workers*, reported that they had difficulty (41%) than those recruiting for lower skilled occupations, such as *Labourers and Sales Workers* (26%). The limited number of candidates who have the qualifications and skills needed for higher skilled jobs means that there are often smaller fields of candidates vying for these vacancies.

Businesses regard suitable workers as those who have the technical skills as well as the experience to do the job and the soft skills needed in every workplace, like communication skills and teamwork. Many applicants who hold relevant qualifications are regarded as being unsuitable because they lack the required soft skills.

Employers' requirement for applicants with soft skills (often known as employability skills) is explored in more detail on page 36, along with information about job search strategies and the recruitment methods that businesses use to find suitable workers.

The value of workplace experience

Employers are increasingly looking for experienced workers. One of the most difficult challenges, that even the most highly educated person can face, is breaking into the labour market with little or no work experience. The Department's research has shown that more than half of all vacancies require some level of experience.

To overcome these experience requirements job seekers need to be receptive to a broad range of employment prospects and should take advantage of all available opportunities to gain experience, including volunteer work, internships and work experience placements. Experience in any work environment will provide important workplace skills, help develop employability skills and provide much needed references.

Students may also have the chance to undertake a work placement to gain workplace experience. Apprentices and trainees benefit from a combination of training and employment (see page 33).



REGIONAL OVERVIEW

3,756,800
EMPLOYED AT NOVEMBER 2016

↑1.1% SINCE NOVEMBER 2015

↑4.0% SINCE NOVEMBER 2011



31%
of Australia's
workforce



34%
Working
part-time



46%
Female



16%
Aged 15
to 24 years



45%
Aged 45
years or older

More than 3.75 million people are employed in regional areas (that is, outside the state and territory capital cities). They represent around 31% of all workers, and they are more likely to be older than the national average (45% are aged 45 years or older compared with 39% of all workers) and slightly more likely to be employed part-time (34% compared with 32%)

Australia is a large country and there are significant differences in labour market conditions across the nation. While unemployment rates are high in some regional areas (see next column), employers in regional locations often have greater difficulty recruiting skilled workers than those in metropolitan areas. They generally fill a lower proportion of their skilled vacancies and attract smaller numbers of applicants. This may, in part, reflect the fact that regional workers are less likely to have post-school qualifications (37% do not hold post-school qualifications compared with 33% of metropolitan workers).

This suggests that there are real advantages for workers in regional Australia to do tertiary study to meet the skill needs of local employers and that there are opportunities for skilled workers who are willing to move to regional locations. The workforce in regional areas also tends to be older, so there will be strong demand for workers to replace those who retire over the next decade or so.

Labour market by location (to Jan 2017)

Over the past year, as the Australian labour market has softened, some states and regions across the country have performed strongly, while others have continued to struggle.

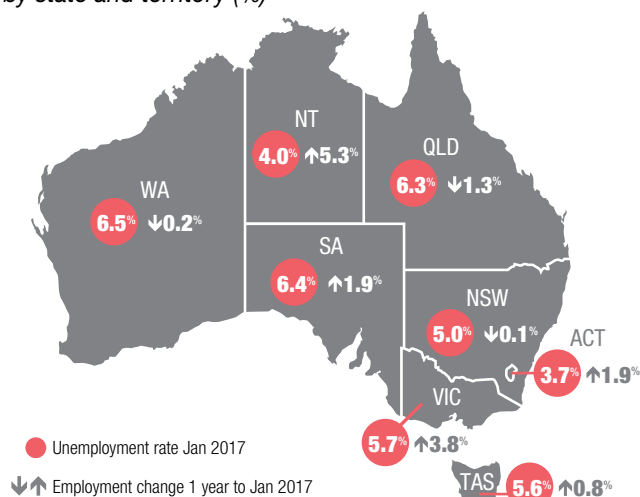
For instance, the Australian Capital Territory and the Northern Territory recorded unemployment rates of 3.7% and 4.0%, respectively, in January 2017, well below the national rate of 5.7%. This compares with an unemployment rate of 6.5% for Western Australia and 6.3% in Queensland, which continue to be affected by the ongoing impact of the downturn in Mining investment activity (see map).

Labour market disparity also continues to be evident across particular locations. For example, labour market conditions in Townsville have deteriorated, with employment contracting by 9.2% over the year to January 2017 and its unemployment rate increasing by 3.4 percentage points to 11.4% in January 2017, well above the national rate of 5.7%.

By contrast, labour market conditions in Melbourne – North East have strengthened over the last year, with employment increasing by 7.1% and the unemployment rate decreasing by 1.0 percentage point, to 5.1% in January 2017, below the national rate.

More detailed information about regional labour markets is available at lmip.gov.au and in the small area labour markets publication (employment.gov.au/small-area-labour-markets-publication).

Employment change and Unemployment rate, by state and territory (%)



Employment by region

City or region	Employment			Employment Profile			Workforce Educational Profile		
	Employ't Nov 2016	5 year change to Nov 2016		Part-time	Aged 15 to 24 years	Aged 45 years or older	Bachelor degree or higher	Cert III or higher VET qual	No post-school qual
	'000	'000	%	%	%	%	%	%	%
Sydney	2,547.4	218.0	9.4	28	15	37	41	26	29
Regional NSW	1,254.0	70.3	5.9	36	17	45	21	39	35
Melbourne	2,350.0	192.4	8.9	31	15	36	38	29	30
Regional VIC	681.8	26.6	4.1	37	16	48	20	38	37
Brisbane	1,183.1	62.8	5.6	30	17	36	29	34	32
Regional QLD	1,174.1	24.6	2.1	32	16	43	20	37	39
Adelaide	636.4	4.1	0.6	36	15	41	30	31	34
Regional SA	174.7	-0.9	-0.5	33	15	49	14	31	46
Perth	1,056.9	85.9	8.8	33	16	38	32	32	32
Regional WA	286.0	17.3	6.4	29	14	42	15	42	36
Hobart	102.8	-2.7	-2.5	34	16	42	31	33	29
Regional TAS	134.8	1.4	1.0	36	15	47	19	37	36
Darwin	81.8	8.3	11.4	19	16	35	24	34	37
Regional NT	51.6	4.1	8.6	20	14	41	23	36	34
Australian Capital Territory	214.8	7.4	3.5	26	15	36	46	26	24
Regional Australia	3,756.8	143.4	4.0	34	16	45	20	38	37
Australia¹	11,949.3	698.7	6.2	32	15	39	31	32	33

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, Skill Shortage Research



For more information see lmip.gov.au

AUSTRALIAN JOBS 2017

NEW SOUTH WALES

3,802,000
EMPLOYED AT NOVEMBER 2016

↑0.6% SINCE NOVEMBER 2015

↑8.1% SINCE NOVEMBER 2011



33%
Regional



31%
Working part-time



47%
Female



15%
Aged 15 to 24 years



39%
Aged 45 years or older

Top 5 Industries

Industries	Employ't Nov 2016	Share of total	5 year change to Nov 2016	
	'000	%	'000	%
Health Care and Social Assistance	474.7	12	60.7	14.7
Professional, Scientific and Technical Services	375.0	10	68.8	22.5
Retail Trade	371.5	10	-2.5	-0.7
Construction	362.5	10	68.9	23.5
Education and Training	312.7	8	62.0	24.7

New South Wales is the largest employing state with almost one third of Australian workers (or 3,802,000). Employment is concentrated in Sydney (more than 2.5 million or two thirds of the state's workforce). Over the five years to November 2016, employment rose strongly (up by 8.1%), adding more jobs than any other state (285,100).

Health Care and Social Assistance is the largest employing industry (474,700) but over the five years to November 2016, most new jobs were created in *Construction* (up by 68,900 or 23.5%) and *Professional Scientific and Technical Services* (68,800 or 22.5%).

Around 31% of workers are employed part-time (compared with 32% nationally). Some regional labour markets, though, have relatively high proportions of part-time workers, such as Coffs Harbour - Grafton (45%).

The age profile of the New South Wales workforce is similar to the national average, but in regions such as Newcastle and Lake Macquarie and Coffs Harbour - Grafton, young workers (15 to 24 years) have relatively large shares of employment (20%).

Educational attainment, New South Wales (% of workforce)

■ Bachelor degree or higher ■ Cert III or higher VET qual ■ Other qual ■ No post-school qual



Around 69% of workers in this state have post-school qualifications (compared with 67% nationally) and they are more likely to have a bachelor degree than the national average (34% compared with 31%). Sydney has the most highly educated workforce in the state, with 71% of workers holding post-school qualifications and 41% with a bachelor degree or higher.

Current conditions (to Jan 2017)

Labour market conditions have softened in New South Wales over the year, with employment decreasing by 5,100, to 3,783,900 in January 2017. While part-time employment increased over the year, by 26,300 (or 2.3%), this has been offset, entirely, by a 31,500 (or 1.2%) decline in full-time employment. While the state's unemployment rate has decreased by 0.5 percentage points, to 5.0% in January 2017, the participation rate has also declined over the year, by 1.4 percentage points, to 63.0% in January 2017, below the national rate of 64.6%.

Conditions for youth in New South Wales have improved somewhat over the year, with youth employment in the state rising by 3,800 (or 0.7%), while the state's youth unemployment rate has declined by 0.4 percentage points over the year, to 11.8% in January 2017, below the national youth unemployment rate of 12.3%.

Competition for jobs improved in New South Wales in 2016, with an average of 12 applicants for each vacancy, down from 15 in 2015.

Outlook

The short-term outlook for the New South Wales economy is reasonably positive. The New South Wales Treasury has forecast employment growth of 1½% in 2017-18, while the unemployment rate is expected to average 5% over the period.

The Department of Employment projects employment out five years. At the time of publication, projections to May 2022 were in preparation. They will be published at lmip.gov.au in mid 2017.

Employment by region, New South Wales

Region	Employment					Workforce Educational Profile		
	Employ't Nov 2016	Share of state total	5 year change to Nov 2016		Part-time	Bachelor degree or higher	Cert III or higher VET qual	No post-school qual
	'000	%	'000	%	%	%	%	%
Greater Sydney	2,547.4	67	218.0	9.4	28	41	26	29
Capital Region	108.1	3	-3.8	-3.4	36	16	40	39
Central West	105.9	3	9.9	10.3	35	18	45	33
Coffs Harbour - Grafton	63.9	2	4.5	7.5	45	14	40	43
Far West and Orana	54.8	1	1.9	3.6	29	19	36	35
Hunter Valley (excluding Newcastle)	128.1	3	6.3	5.2	38	17	44	32
Illawarra	145.6	4	23.9	19.6	36	27	35	34
Mid North Coast	87.5	2	20.2	30.0	37	20	35	35
Murray	43.7	1	-6.8	-13.4	32	12	32	44
New England and North West	83.7	2	1.2	1.4	31	17	43	37
Newcastle and Lake Macquarie	185.2	5	15.1	8.9	38	28	38	31
Richmond - Tweed	108.0	3	-3.8	-3.4	41	26	36	34
Riverina	81.0	2	5.9	7.8	32	24	33	38
Southern Highlands and Shoalhaven	58.6	2	-4.0	-6.4	37	17	45	31
New South Wales¹	3,802.0	100	285.1	8.1	31	34	30	31
Australia	11,949.3	-	698.7	6.2	32	31	32	33

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, Survey of Employers' Recruitment Experiences; New South Wales Treasury



3,078,100
 EMPLOYED AT NOVEMBER 2016

↑3.6% SINCE NOVEMBER 2015

↑9.6% SINCE NOVEMBER 2011

24%
 Regional

33%
 Working
 part-time

46%
 Female

15%
 Aged 15
 to 24 years

39%
 Aged 45
 years or older

Top 5 Industries

Industries	Employ't Nov 2016	Share of total	5 year change to Nov 2016
	'000	%	'000 %
Health Care and Social Assistance	398.8	13	68.6 20.8
Retail Trade	327.1	11	25.0 8.3
Manufacturing	292.6	9	-4.7 -1.6
Professional, Scientific and Technical Services	277.6	9	45.1 19.4
Education and Training	257.2	8	40.4 18.6

Victoria is the second largest employing state with more than a quarter of employed Australians (or 3,078,100). State employment is concentrated in Melbourne (76%). Employment in Victoria rose strongly over the five years to November 2016, up by 9.6% (or 268,300), the strongest growth of any state.

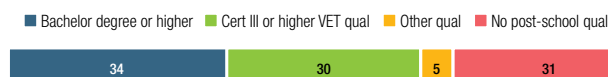
Health Care and Social Assistance is the largest employing industry (398,800) and it provided the most new jobs over the five years to November 2016 (up by 68,600 or 20.8%). Significant numbers of new jobs were also created in *Professional, Scientific and Technical Services* (up by 45,100 or 19.4%), *Accommodation and Food Services* (44,300 or 25.4%) and *Education and Training* (40,400 or 18.6%).

Manufacturing employment in Victoria fell over the five years to November 2016 (down by 4,700 or 1.6%), but it remains the third largest employing industry in the state.

Workers in regions such as Bendigo (43%) and Latrobe – Gippsland (41%) are more likely to work part-time than the national average.

Around 69% of workers have post-school qualifications (compared with 67% nationally) and they are more likely to have a bachelor degree than the national average (34% compared with 31%). Melbourne has the most highly educated workforce in the state (38% of workers hold a bachelor degree or higher). Geelong also has a skilled workforce (72% of workers have post-school qualifications).

Educational attainment, Victoria (% of workforce)



Young workers (15 to 24 years) comprise 15% of the Victorian workforce but they have a higher share of employment in regions such as Bendigo where they account for 20% of the workforce.

Current conditions (to Jan 2017)

Labour market conditions have strengthened in Victoria over the year, with employment increasing by 112,800 (or 3.8%), to 3,082,100 in January 2017. The increase has been driven by a strong rise in full-time employment, up by 60,000 (or 3.0%), to 2,061,100 in January 2017, while part-time employment also increased, by 52,800 (or 5.5%) over the period, to 1,021,000.

The state's unemployment rate decreased by 0.5 percentage points over the year, to 5.7% in January 2017, while the participation rate rose by 0.7 percentage points, to 65.3%.

Conditions for youth in Victoria have also improved over the year, with youth employment in the state rising by 19,800 (or 4.5%), and the youth unemployment rate declining by 1.3 percentage points over the period, to 12.9% in January 2017, although it remains above the national youth unemployment rate (of 12.3%).

Competition for jobs eased in Victoria in 2016, with an average of 15 applicants for each job vacancy, down from a high of 18 applicants in 2014.

Outlook

The short-term outlook for the Victorian economy is positive. The Victorian Department of Treasury and Finance forecasts employment growth of 2.0% in 2017-18, while the unemployment rate is expected to average 5.5% over the period.

The Department of Employment projects employment out five years. At the time of publication, projections to May 2022 were in preparation. They will be published at lmp.gov.au in mid 2017.

Employment by region, Victoria

Region	Employment					Workforce Educational Profile		
	Employ't Nov 2016	Share of state total	5 year change to Nov 2016	Part-time		Bachelor degree or higher	Cert III or higher VET qual	No post-school qual
	'000	%	'000	%	%	%	%	%
Greater Melbourne	2,350.0	76	192.4	8.9	31	38	29	30
Ballarat	75.0	2	4.5	6.3	37	22	34	38
Bendigo	72.6	2	-1.0	-1.4	43	22	32	39
Geelong	137.0	4	13.1	10.6	35	29	38	28
Hume	85.4	3	12.0	16.3	34	16	38	41
Latrobe - Gippsland	118.1	4	-15.6	-11.6	41	17	44	38
North West	66.6	2	0.8	1.3	34	17	37	50
Shepparton	64.0	2	6.4	11.1	37	16	36	32
Warrnambool and South West	63.0	2	6.4	11.3	35	20	37	45
Victoria¹	3,078.1	100	268.3	9.6	33	34	30	31
Australia	11,949.3	-	698.7	6.2	32	31	32	33

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, Survey of Employers' Recruitment Experiences; Department of Treasury and Finance, Victoria.



For more information see lmp.gov.au

AUSTRALIAN JOBS 2017

QUEENSLAND

2,340,500
EMPLOYED AT NOVEMBER 2016

↓1.3% SINCE NOVEMBER 2015

↑2.4% SINCE NOVEMBER 2011



49%
Regional



31%
Working part-time



47%
Female



16%
Aged 15 to 24 years



40%
Aged 45 years or older

Top 5 Industries

Industries	Employ't Nov 2016 '000	Share of total %	5 year change to Nov 2016 '000	%
Health Care and Social Assistance	296.3	13	22.8	8.3
Retail Trade	250.6	11	7.4	3.1
Construction	227.5	10	4.6	2.1
Education and Training	183.1	8	10.2	5.9
Accommodation and Food Services	178.4	8	22.1	14.1

Queensland is the third largest employing state, accounting for one in five working Australians (more than 2.3 million). Employment is regionally diverse, however, 51% of jobs are in Brisbane and another 13% are in the closely located Gold Coast area. Over the five years to November 2016, employment in Queensland rose by 2.4% (or 53,900), well below the national average growth rate (6.2%).

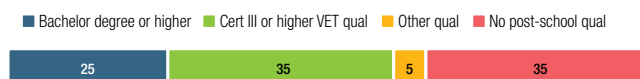
The largest employing industries in Queensland are *Health Care and Social Assistance*, *Retail Trade* and *Construction*, which collectively account for more than one third of employment.

Over the past five years, 11 of the 19 industries recorded jobs growth. The largest numbers of new jobs were created in *Professional, Scientific and Technical Services* (up by 24,200 or 16.3%), *Health Care and Social Assistance* (22,800 or 8.3%) and *Accommodation and Food Services* (22,100 or 14.1%). Significant employment falls were recorded in *Agriculture, Forestry and Fishing* (down by 19,600 or 26.9%) and *Electricity, Gas, Water and Waste Services* (15,500 or 37.2%).

Around 26% of national *Mining* employment is in Queensland, although this industry accounts for just 2% of state jobs and employment has fallen over the past five years (down by 4,900 or 7.9%).

Workers in Queensland are slightly less likely to have post-school qualifications than those in other states (65% compared with 67% nationally). Relatively few hold a bachelor degree or higher qualification (25% compared with 31% nationally), although a greater proportion hold a certificate III or higher Vocational Education and Training (VET) qualification (35% compared with 32%)

Educational attainment, Queensland (% of workforce)



Young workers (aged 15 to 24 years) have 16% of Queensland jobs and they have particularly large shares in Townsville (20%) and Fitzroy (18%). In Queensland - Outback and Cairns, though, young workers comprise just 9% and 10%, respectively.

Current conditions (to Jan 2017)

Labour market conditions have weakened in Queensland, with employment decreasing by 32,200 (or 1.3%) over the year to January 2017, to 2,354,000. The fall was driven, entirely, by a decline in full-time employment, down by 65,900 (or 4.0%), with part-time employment increasing by 33,700 (or 4.7%). While the state's unemployment rate declined by 0.2 percentage points, to 6.3% in January 2017, the fall in the unemployment rate occurred in conjunction with a 2.0 percentage point decline in the state's participation rate, which fell to 64.3% compared with the national rate of 64.6%.

Conditions for youth in Queensland have also weakened over the year, with youth employment declining by 10,500 (or 2.7%), while the youth unemployment rate increased by 0.2 percentage points, to 13.5% in January 2017.

Competition for jobs increased in Queensland in 2016, with 19 applicants on average for each vacancy. This compares with 16 applicants in 2015, and 15 nationally in 2016.

Outlook

Despite some expected improvement in economic conditions, labour market activity in Queensland is likely to be reasonably subdued in the period ahead. The Queensland Treasury has forecast employment growth of 1.4% in 2017-18, while the unemployment rate is expected to average 6% over the period.

The Department of Employment projects employment out five years. At the time of publication, projections to May 2022 were in preparation. They will be published at lmip.gov.au in mid 2017.

Employment by region, Queensland

Region	Employment					Workforce Educational Profile		
	Employ't Nov 2016 '000	Share of state total %	5 year change to Nov 2016		Part-time %	Bachelor degree or higher %	Cert III or higher VET qual %	No post-school qual %
	'000	%	'000	%	%	%	%	%
Greater Brisbane	1,183.1	51	62.8	5.6	30	30	34	32
Cairns	109.6	5	-5.4	-4.7	32	20	38	34
Darling Downs - Maranoa	65.1	3	3.0	4.8	29	16	44	37
Fitzroy	119.5	5	6.2	5.4	28	21	38	36
Gold Coast	303.9	13	29.6	10.8	34	20	33	42
Mackay	96.8	4	6.0	6.6	26	16	37	45
Queensland - Outback	36.8	2	-7.3	-16.6	16	21	25	54
Sunshine Coast	161.8	7	10.6	7.0	35	21	42	33
Toowoomba	69.4	3	1.3	1.9	31	20	35	38
Townsville	97.9	4	-22.9	-18.9	30	21	28	47
Wide Bay	113.1	5	3.6	3.3	36	18	37	39
Queensland¹	2,340.5	100	53.9	2.4	31	25	35	35
Australia	11,949.3	-	698.7	6.2	32	31	32	33

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, Survey of Employers' Recruitment Experiences; Queensland Treasury



SOUTH AUSTRALIA

814,900

EMPLOYED AT NOVEMBER 2016

↑1.2% SINCE NOVEMBER 2015**↑0.6%** SINCE NOVEMBER 2011**22%**
Regional**35%**
Working part-time**47%**
Female**15%**
Aged 15 to 24 years**43%**
Aged 45 years or older

Top 5 Industries

Industries	Employ't Nov 2016 '000	Share of total %	5 year change to Nov 2016 '000	%
Health Care and Social Assistance	119.5	15	18.2	17.9
Retail Trade	89.5	11	-3.4	-3.6
Manufacturing	80.0	10	3.3	4.3
Construction	68.3	8	2.6	4.0
Education and Training	59.5	7	-3.9	-6.2

South Australia has a relatively small workforce, with around 7% of national jobs or 814,900 workers. Employment is concentrated in Adelaide, which accounts for around 78% of state employment.

Employment rose by 4,800 or 0.6% over the five years to November 2016, significantly below the national average (6.2%). Over the five years to November 2016, new jobs were created in nine of the 19 industries.

Health Care and Social Assistance contributed the most new jobs (up by 18,200 or 17.9%), followed by *Administrative and Support Services* (8,000 or 29.5%) and *Public Administration* (7,700 or 15.1%).

There were, though, significant job losses in *Financial and Insurance Services* (down by 6,900 or 24.2%), *Wholesale Trade* (6,700 or 22.5%) and *Agriculture, Forestry and Fishing* (6,400 or 15.7%).

There were also employment falls in *Retail Trade* and *Education and Training*, but these industries continue to offer large numbers of jobs in this state (89,500 and 59,500, respectively).

Workers in South Australia are more likely to be employed part-time (35%) than workers nationally (32%).

A relatively large proportion of the workforce is aged 45 years or older (43% compared with the Australian average of 39%). Young workers (15 to 24 years) account for 15% of employment, in line with the national average.

Workers in this state are less likely to have post-school qualifications than the national average (64% compared with 67%).

Fewer have a bachelor degree or higher qualification (27% compared with 31% nationally) and a slightly smaller proportion have a certificate III or higher Vocational Education and Training (VET) qualification (31% compared with 32%).

Educational attainment, South Australia (% of workforce)

■ Bachelor degree or higher ■ Cert III or higher VET qual ■ Other qual ■ No post-school qual



Current conditions (to Jan 2017)

Labour market conditions have improved somewhat in South Australia over the year. For instance, the level of employment increased by 15,400 (or 1.9%), to 822,600 in January 2017. The increase has been driven, largely, by an increase in part-time employment, up by 8,600 (or 3.0%) to 292,000 in January 2017, while full-time employment has also risen over the period, by 6,700 (or 1.3%), at 530,600. The state's unemployment rate has fallen from 6.9% in January 2016, to 6.4% in January 2017, although it remains significantly higher than the national rate.

Conditions for youth in South Australia have been mixed over the year with youth employment in the state falling by 2,800 (or 2.3%). While the youth unemployment rate has declined from 15.5% in January 2016, to 14.6% in January 2017, it remains well above the national youth unemployment rate (12.3%).

Competition for jobs improved in South Australia in 2016, with an average of 14 applicants for each vacancy, down from 15 in 2015.

Outlook

The short-term outlook for the South Australian economy is relatively subdued. The South Australian Department of Treasury and Finance has forecast employment growth of 1% in 2017-18.

The Department of Employment projects employment out five years. At the time of publication, projections to May 2022 were in preparation. They will be published at lmip.gov.au in mid 2017.

Employment by region, South Australia

Region	Employment					Workforce Educational Profile		
	Employ't Nov 2016 '000	Share of state total %	5 year change to Nov 2016 '000	%	Part-time %	Bachelor degree or higher %	Cert III or higher VET qual %	No post-school qual %
Greater Adelaide	636.4	78	4.1	0.6	36	30	31	33
Barossa - Yorke - Mid North	47.6	6	-3.2	-6.4	32	17	33	43
South Australia - Outback	39.4	5	0.5	1.4	28	21	32	38
South Australia - South East	87.8	11	1.9	2.2	37	11	30	51
South Australia¹	814.9	100	4.8	0.6	35	27	31	36
Australia	11,949.3	-	698.7	6.2	32	31	32	33

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



WESTERN AUSTRALIA

1,332,700
EMPLOYED AT NOVEMBER 2016

↓1.3% SINCE NOVEMBER 2015

↑5.7% SINCE NOVEMBER 2011



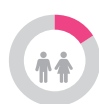
21%
Regional



32%
Working part-time



45%
Female



16%
Aged 15 to 24 years



39%
Aged 45 years or older

Top 5 Industries

Industries	Employ't Nov 2016 '000	Share of total %	5 year change to Nov 2016 '000	%
Health Care and Social Assistance	148.5	11	7.3	5.2
Retail Trade	136.7	10	3.2	2.4
Construction	129.2	10	-0.2	-0.2
Mining	105.6	8	-1.1	-1.0
Education and Training	101.5	8	9.4	10.2

Western Australia is the fourth largest employing state, with 1,332,700 workers. Employment is highly concentrated in Perth, with around 79% of workers located in the capital.

Over the five years to November 2016, employment in Western Australia increased by 5.7% (or 72,400). There have, though, been job losses over the past year, with lower employment in some of the state's largest employing industries, including *Health Care and Social Assistance*, *Construction* and *Mining*.

Over the five years to November 2016, employment increased in all but five of the 19 industries. The largest numbers of new jobs were created in *Accommodation and Food Services* (up by 18,300 or 24.8%), *Public Administration and Safety* (11,200 or 14.3%) and *Education and Training* (9,400 or 10.2%).

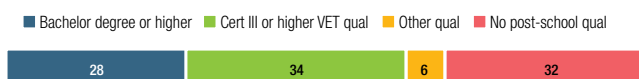
The largest job losses over the past five years were in *Manufacturing* (down by 6,900 or 7.6%), *Rental, Hiring and Real Estate* (3,800 or 14.3%) and *Mining* (1,100 or 1.0%).

Western Australia has 46% of all *Mining* jobs and, despite falling employment, this industry still accounts for 8% of the state's workforce.

Around 32% of workers in this state are employed part-time, in line with the national average. Young people (15 to 24 years) comprise 16% of the state's workers, slightly above the national average (15%).

Western Australia's workforce is marginally more likely to have post-school qualifications (68% compared with 67% nationally). 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 (34% compared with 28%).

Educational attainment, Western Australia (% of workforce)



Current conditions (to Jan 2017)

Against the backdrop of weaker mining investment activity, labour market conditions in Western Australia continue to deteriorate. The level of employment in Western Australia fell by 2,500 (or 0.2%) over the year, to 1,347,000, driven entirely by a decline in full-time employment, down by 25,500 (or 2.7%), while part-time employment increased by 23,000 (or 5.5%). The state's unemployment rate has also risen, by 0.6 percentage points over the period, to 6.5% in January 2017, the highest unemployment rate of all the states and territories. While the participation rate fell by 0.4 percentage points over the year, to 67.8% in January 2017, it remains well above the national rate (64.6%).

Conditions for youth in Western Australia have also weakened over the year, with youth employment in the state declining by 2,600 (or 1.2%), while the state's youth unemployment rate has increased by 1.3 percentage points over the year, to 12.0% in January 2017, the highest rate recorded since August 2004.

Competition for jobs in Western Australia has increased over the past few years, from 11 applicants on average for each vacancy in 2012, to 18 in 2016.

Outlook

Domestic economic activity is expected to remain soft in the year ahead. The Western Australian Treasury has forecast employment growth of just 0.25% in 2017-18, while the unemployment rate is expected to average 6.5% over the period.

The Department of Employment projects employment out five years. At the time of publication, projections to May 2022 were in preparation. They will be published at lmip.gov.au in mid 2017.

Employment by region, Western Australia

Region	Employment					Workforce Educational Profile		
	Employ't Nov 2016 '000	Share of state total %	5 year change to Nov 2016 '000	%	Part-time %	Bachelor degree or higher %	Cert III or higher VET qual %	No post-school qual %
Greater Perth	1,056.9	79	85.9	8.8	33	32	32	32
Bunbury	88.8	7	6.9	8.4	35	15	40	38
Western Australia - Outback	138.5	10	19.9	16.8	22	14	45	32
Western Australia - Wheat Belt	58.7	4	-9.5	-13.9	36	19	34	36
Western Australia¹	1,332.7	100	72.4	5.7	32	28	34	32
Australia	11,949.3	-	698.7	6.2	32	31	32	33

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, Survey of Employers' Recruitment Experiences; Department of Treasury, Western Australia.

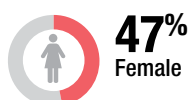
For more information see lmip.gov.au



238,000
EMPLOYED AT NOVEMBER 2016

↓0.8% SINCE NOVEMBER 2015

↑0.2% SINCE NOVEMBER 2011



Top 5 Industries

Industries	Employ't Nov 2016	Share of total	5 year change to Nov 2016
	'000	%	'000 %
Health Care and Social Assistance	32.3	14	1.4 4.6
Retail Trade	25.9	11	-0.8 -2.9
Accommodation and Food Services	20.9	9	1.1 5.4
Construction	20.5	9	-0.1 -0.6
Education and Training	20.2	8	-0.9 -4.5

Tasmania is the smallest employing state, with 238,000 workers. It is also the most regionally diverse state, with just 43% of jobs in Hobart. Employment rose slightly over the five years to November 2016, up by 0.2% or 500, the weakest growth of any state or territory.

Over the five years to November 2016, state employment rose in eight of the 19 industries. The largest numbers of jobs were added in *Administrative and Support Services* (up by 1,700 or 28.2%), *Professional, Scientific and Technical Services* (1,500 or 13.7%), *Health Care and Social Assistance* (1,400 or 4.6%) and *Manufacturing* (1,400 or 8.1%).

The largest employment falls over the past five years were in *Mining* (down by 2,000 or 44.5%) and *Agriculture, Forestry and Fishing* (1,600 or 11.6%).

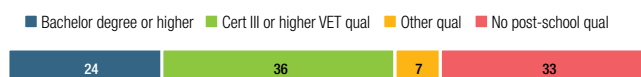
Despite job losses, *Agriculture, Forestry and Fishing* continues to be an important industry for this state. It represents 5% of state employment, and the state has 4% of all *Agriculture, Forestry and Fishing* jobs, double its share of total national employment (2%).

Tasmania has the oldest workforce of any state or territory, with 45% of its workers aged 45 years or older (compared with 39% nationally), although the proportion who are young (15 to 24 years) is also above the national average (16% compared with 15%).

A relatively high proportion of this state's workers are employed part-time (35% compared with 32% nationally).

Around two thirds of Tasmanian workers have post-school qualifications, in line with the national average. Workers in this state are much more likely to hold a certificate III or higher Vocational Education and Training (VET) qualification than a bachelor degree or higher (36% compared with 24%).

Educational attainment, Tasmania (% of workforce)



Current conditions (to Jan 2017)

Labour market conditions have improved somewhat in Tasmania over the year although conditions remain subdued. For instance, the level of employment increased modestly, by 2,000 (or 0.8%) over the year, to 240,100 in January 2017. This has been due, entirely, to a strong rise in part-time employment, up by 5,700 (or 6.8%) to 89,700 in January 2017, while full-time employment contracted by 3,700 (or 2.4%) over the period, to 150,300 in January 2017. While the state's unemployment rate decreased by 1.0 percentage point over the period, to 5.6% in January 2017, it has occurred in conjunction with a 0.5 percentage point fall in the participation rate which declined, to 59.6% in January 2017, the lowest rate of any state or territory.

Conditions for youth in Tasmania have deteriorated over the year, with youth employment in the state falling by 1,100 (or 2.9%), while the state's youth unemployment rate increased by 0.7 percentage points over the period, to 16.0% in January 2017, well above the national youth unemployment rate (12.3%).

Competition for jobs has improved in Tasmania over the past few years, down from 15 applicants per vacancy on average in 2013 to 13 in 2016.

Outlook

The short-term outlook for the Tasmanian economy is soft. The Tasmanian Department of Treasury and Finance has forecast employment growth of 1 ¼% in 2017-18, while the unemployment rate is expected to average 6 ¼% over the period.

The Department of Employment projects employment out five years. At the time of publication, projections to May 2022 were in preparation. They will be published at lmip.gov.au in mid 2017.

Employment by region, Tasmania

Region	Employment					Workforce Educational Profile		
	Employ't Nov 2016	Share of state total	5 year change to Nov 2016	Part-time		Bachelor degree or higher	Cert III or higher VET qual	No post-school qual
	'000	%	'000 %	%		%	%	%
Greater Hobart	102.8	43	-2.7 -2.5	34		31	33	29
Launceston and North East	65.3	27	-2.9 -4.2	37		19	35	39
South East	17.1	7	1.3 8.4	36		23	36	39
West and North West	52.4	22	3.0 6.0	35		17	42	34
Tasmania¹	238.0	100	0.5 0.2	35		24	36	33
Australia	11,949.3	-	698.7 6.2	32		31	32	33

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, Survey of Employers' Recruitment Experiences; Department of Treasury and Finance, Tasmania.



For more information see lmip.gov.au

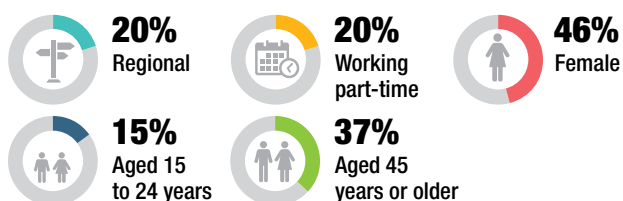
AUSTRALIAN JOBS 2017

NORTHERN TERRITORY (NT)

134,800 EMPLOYED AT NOVEMBER 2016

↑1.8% SINCE NOVEMBER 2015

↑9.6% SINCE NOVEMBER 2011



Employment by region, Northern Territory

	Employ't Nov 2016	5 year change to Nov 2016	Part-time
Region	'000	'000	%
Darwin	81.8	8.3	11.4
NT - Outback	51.6	4.1	8.6
Northern Territory¹	134.8	11.8	9.6
Australia	11,949.3	698.7	6.2

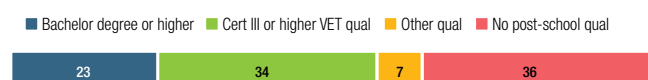
1. Some data are trend and, for these, totals do not add

The Northern Territory (NT) is the smallest labour market in Australia, with around 134,800 workers. Over the five years to November 2016, employment increased strongly, up by 9.6% (or 11,800), the strongest growth (with Victoria) of any state or territory.

Public Administration and Safety is the largest employing industry (23,900 workers or 17% of NT jobs). It added the largest number of new jobs over the five years to November 2016 (up by 5,500 or 30.2%). *Health Care and Social Assistance* has 11% of employment (15,500), followed by *Construction* (10% or 13,500).

Only 20% of workers are employed part-time.

Educational attainment, Northern Territory (%)



Current conditions (to Jan 2017)

Labour market conditions in the NT have improved over the year, with employment rising by 6,900 (or 5.3%), to 138,200 in January 2017. Full-time employment rose by 3,800 (or 3.5%) to 110,100 in January 2017, while part-time employment has increased by 3,100 (or 12.5%), to 28,100. The Territory's unemployment rate fell by 0.3 percentage points, to 4.0% in January 2017, while the participation rate increased by 3.4 percentage points over the year, to 77.4% in January 2017, the highest rate of any state or territory.

Conditions for youth in the NT have been mixed over the year. While youth employment has declined by 500 (or 2.5%), the youth unemployment rate has also declined by 1.7 percentage points over the year, to 7.9% in January 2017, well below the national average (12.3%).

Competition for jobs in the NT is the lowest of all the states and territories. In 2016 there was an average of only eight applicants for each job compared with 15 nationally.

Outlook

The NT economy is expected to soften. The Northern Territory Department of Treasury and Finance forecasts employment growth of 0.5% in 2017-18, while the unemployment rate is expected to be 4.0% over the period.

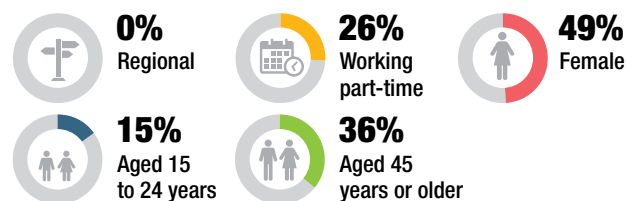
The Department of Employment projects employment out five years. At the time of publication, projections to May 2022 were in preparation. They will be published at lmip.gov.au in mid 2017.

AUSTRALIAN CAPITAL TERRITORY (ACT)

214,800 EMPLOYED AT NOVEMBER 2016

↑1.9% SINCE NOVEMBER 2015

↑3.5% SINCE NOVEMBER 2011



Employment by region, Australian Capital Territory

	Employ't Nov 2016	5 year change to Nov 2016	Part-time
Region	'000	'000	%
Australian Capital Territory	214.8	7.4	3.5
Australia	11,949.3	698.7	6.2

The Australian Capital Territory (ACT) labour market has around 2% of Australian workers or 214,800. Over the five years to November 2016, employment rose by 3.5% (or 7,400), compared with 6.2% nationally.

Public Administration and Safety is the largest employing industry, with around 30% of all ACT workers (or 64,600). The ACT has a relatively large share of Australian jobs in this industry (9%), well above its share of total national employment (2%). *Professional, Scientific and Technical Services* is the second largest employing industry (with 13% of the workforce or 28,100) and this industry has contributed the most new jobs over the past five years (up by 7,900 or 39.2%).

The ACT has the most highly educated workforce in Australia, with 76% of workers holding post-school qualifications.

Educational attainment, Australian Capital Territory (%)



Current conditions (to Jan 2017)

Labour market conditions in the ACT have strengthened over the last year, with employment increasing by 3,900 (or 1.9%), to 215,000 in January 2017. Full-time employment increased by 1,900 (or 1.2%) over the year, to 156,800 in January 2017, while part-time employment increased by 2,000 (or 3.6%), to 58,200. The Territory's unemployment rate fell over the period, down by 1.0 percentage point, to 3.7% in January 2017, the lowest rate of any state or territory. While the Territory's participation rate has fallen marginally over the year, to 70.3% in January 2017, it remains well above the national rate (of 64.6%).

Conditions for youth in the ACT have improved over the year, with youth employment increasing by 1,700 (or 5.8%), while the Territory's youth unemployment rate has fallen by 1.8 percentage points, to 9.9% in January 2017.

Competition for jobs has improved over the past few years from 15 applicants on average for each vacancy in 2014, to 12 in 2016.

Outlook

The short to medium-term outlook for the ACT economy is positive. The ACT Treasury has forecast employment growth of 1½% in 2017-18.

The Department of Employment projects employment out five years. At the time of publication, projections to May 2022 were in preparation. They will be published at lmip.gov.au in mid 2017.

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

Department of Employment, Survey of Employers' Recruitment Experiences; Northern Territory Department of Treasury and Finance; ACT Treasury



INDUSTRY OVERVIEW

Which are the large employing industries in Australia?

Four industries each offer more than 1 million jobs and, together, they account for employment of more than 40% of workers. There are 15 other broad industries, and the remaining employment is spread across these. The four largest industries, in employment terms, are

- *Health Care and Social Assistance* (1,509,200)
- *Retail Trade* (1,220,300)
- *Construction* (1,083,000)
- *Professional, Scientific and Technical Services* (1,022,700).

Which industries have created the largest numbers of new jobs and where has employment fallen?

Over the five years to November 2016, more than 850,000 new jobs were created across 13 industries (although these were partly offset by job losses in others). More than 60% of all new jobs were created in just four industries. These were

- *Health Care and Social Assistance* (up by 187,100)
- *Professional, Scientific and Technical Services* (154,100)
- *Education and Training* (107,100)
- *Accommodation and Food Services* (97,400).

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

- *Wholesale Trade* (down by 31,000)
- *Manufacturing* (24,700)
- *Electricity, Gas, Water and Waste Services* (18,000)
- *Agriculture, Forestry and Fishing* (16,500).

Which industries employ young people?

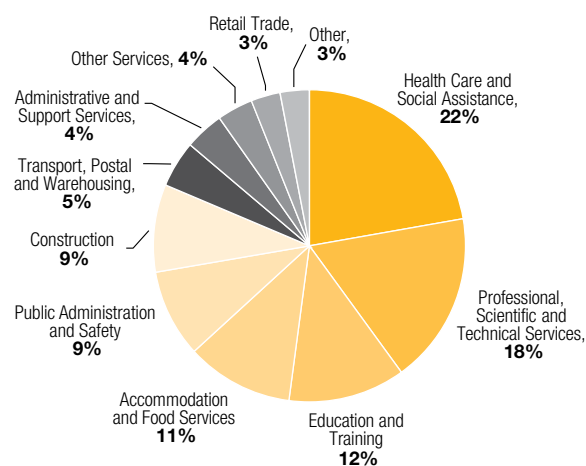
Young workers (15 to 24 years) are employed in all industries, although some offer more opportunities than others. Industries with large numbers of young workers are

- *Retail Trade* (around 400,000)
- *Accommodation and Food Services* (380,000)
- *Construction* (170,000).

Which industries generally require the highest level of educational attainment?

There are really large differences in the educational profile of the workforces across industries. For example, to be employed in *Education and Training*, workers are likely to require a higher education degree (around 86% of this industry's workforce has post-school qualifications, with 65% having a bachelor degree or higher). By comparison, just 41% of workers in *Accommodation and Food Services* have post-school qualifications, suggesting there are opportunities for people who have not completed study after leaving school. The table below provides more detail.

Share of total new jobs, 5 years to November 2016 (%)



The Department of Employment projects employment by industry out five years. At the time of publication, projections to May 2022 were in preparation. They will be published at lmip.gov.au in mid 2017.

Employment by industry

Industry	Employment				Employment Profile			Workforce Educational Profile		
	Employ't Nov 2016	Share of total	5 year change to Nov 2016		Part-time	Aged 15 to 24 years	Aged 45 years or older	Bachelor degree or higher	Cert III or higher VET qual	No post-school qual
	'000	%	'000	%	%	%	%	%	%	%
Accommodation and Food Services	851.8	7	97.4	12.9	60	45	21	14	24	59
Administrative and Support Services	433.6	4	38.3	9.7	42	10	41	24	33	38
Agriculture, Forestry and Fishing	299.8	2	-16.5	-5.2	27	12	56	14	30	51
Arts and Recreation Services	217.9	2	10.3	4.9	45	26	31	30	28	37
Construction	1,083.0	9	73.4	7.3	15	16	34	10	50	34
Education and Training	956.9	8	107.1	12.6	39	9	47	65	18	14
Electricity, Gas, Water and Waste Services	131.9	1	-18.0	-12.0	9	7	47	25	42	27
Financial and Insurance Services	430.7	4	5.4	1.3	18	7	33	48	25	24
Health Care and Social Assistance	1,509.2	13	187.1	14.2	44	9	46	45	33	17
Information Media and Telecommunications	204.6	2	-6.7	-3.2	20	14	34	48	23	29
Manufacturing	912.4	8	-24.7	-2.6	16	11	43	20	37	39
Mining	232.6	2	-8.2	-3.4	3	7	36	22	46	29
Other Services	484.2	4	32.6	7.2	33	17	39	15	56	24
Professional, Scientific and Technical Services	1,022.7	9	154.1	17.7	23	9	36	60	21	17
Public Administration and Safety	810.4	7	73.7	10.0	19	5	49	40	33	22
Rental, Hiring and Real Estate Services	214.2	2	11.2	5.5	25	12	42	27	37	28
Retail Trade	1,220.3	10	28.7	2.4	50	32	30	16	26	52
Transport, Postal and Warehousing	603.5	5	40.3	7.1	22	7	50	15	31	48
Wholesale Trade	377.8	3	-31.0	-7.6	18	10	44	23	32	40
All Industries	11,949.3	100	698.7	6.2	32	15	39	31	32	33

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



For more information see lmip.gov.au

AUSTRALIAN JOBS 2017

APPRENTICES AND TRAINEES BY INDUSTRY

Apprenticeships and Traineeships are available across all sectors of the economy and include training in *Technicians and Trades Workers* occupations as well as a diverse range of other occupations. They provide an attractive training option by combining practical work with structured training, to give students a nationally recognised qualification with important industry experience which is valued by employers. More information about apprenticeships and traineeship is provided on page 33.

In line with the significantly different occupational and educational profiles across industries, there is a marked variation in the number of apprentices and trainees. Some industries, particularly those in which relatively large numbers of *Technicians and Trades Workers* are employed, offer great opportunities for apprentices and trainees.

The industries with the largest numbers of apprentices and trainees are

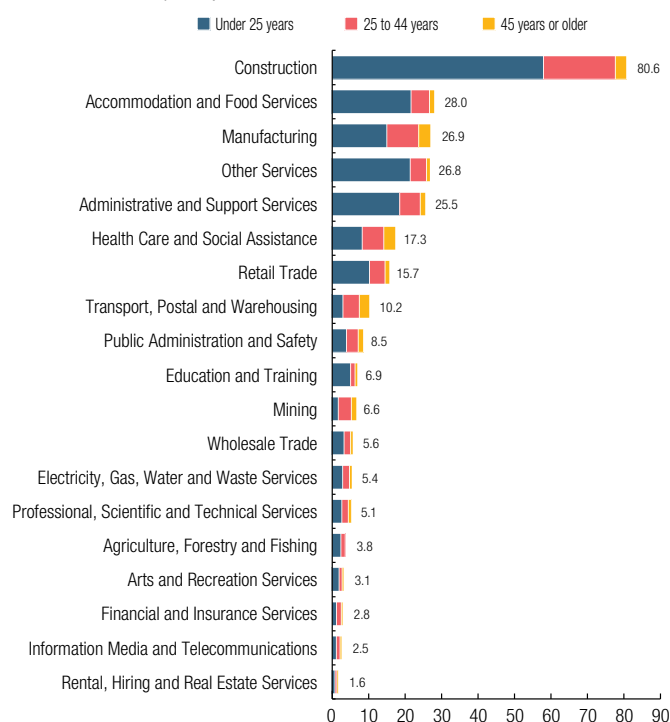
- *Construction* (80,600 in 2016)
- *Accommodation and Food Services* (28,000)
- *Manufacturing* (26,900)
- *Other Services* (26,800)
- *Administrative and Support Services* (25,500).

Apprentice and trainee numbers have fallen in every industry over the past five years. The fall has been particularly pronounced in *Manufacturing*, consistent with job losses in that sector.

Which industries employ the largest numbers of young apprentices and trainees?

The vast majority of apprentices and trainees are young (around 65% are aged under 25 years) and in most industries young apprentices and trainees outnumber those who are older. This is certainly true in *Construction*, in which 58,000 (or 72%) of the 80,600 apprentices and trainees are young. In *Mining*, though, just 27% of apprentices and trainees are aged under 25 years.

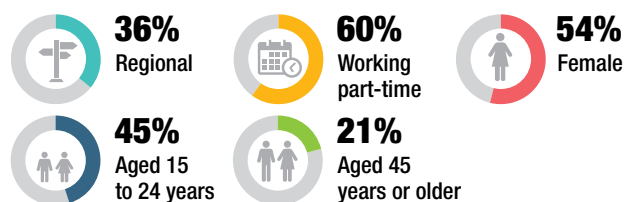
Apprentices and trainees by industry and age, 30 June 2016 ('000)



ACCOMMODATION AND FOOD SERVICES

851,800 EMPLOYED AT NOVEMBER 2016

↑4.1% SINCE NOVEMBER 2015 ↑12.9% SINCE NOVEMBER 2011



Top 5 Occupations

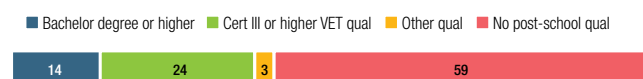
Occupation	This industry	All industries
Waiters	117,300	121,400
Kitchenhands	93,700	133,900
Bar Attendants and Baristas	84,700	96,300
General Sales Assistants	82,900	503,400
Chefs	77,900	87,000

Accommodation and Food Services is a relatively large and fast growing industry. Around 97,400 new jobs were created over the five years to November 2016 (the vast majority of which were part-time). More than 300,000 workers are employed in this industry in regional Australia.

Food and Beverage Services dominates employment (732,700), and it contributed more than 80% of the new jobs over the five years to November 2016 (up by 80,400), but Accommodation also added 14,500 jobs.

About 29% of workers are *Community and Personal Service Workers* (like Waiters and Bar Attendants and Baristas) and 22% are *Labourers* (including Kitchenhands, Fast Food Cooks and Housekeepers).

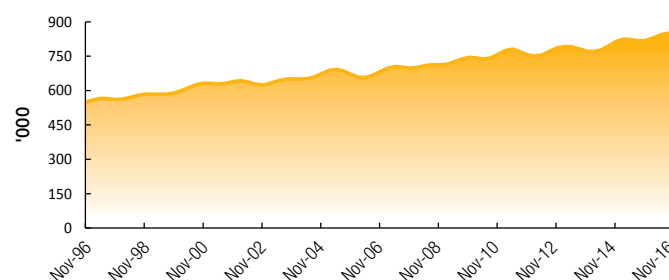
Educational attainment, Accommodation and Food Services (%)



This industry offers good opportunities for entry to the labour market. Post-school qualifications are not usually required, although around a quarter of workers have a certificate III or higher vocational qualification and 14% have a bachelor degree or higher. Competition for vacancies, though, can be strong and employers usually seek workers who have relevant prior experience. The industry also provides training opportunities, with 28,000 apprentices and trainees employed in 2016.

Women have a high share of employment in *Accommodation and Food Services* (54%), as do young workers (they comprise 45% of the workforce). Part-time employment is common, with 60% of workers working less than full-time hours.

Employment, Accommodation and Food Services ('000)



Sources: NCVET, Apprentices and Trainees; ABS, Labour Force (trend and annual averages of original data); ABS, Education and Work

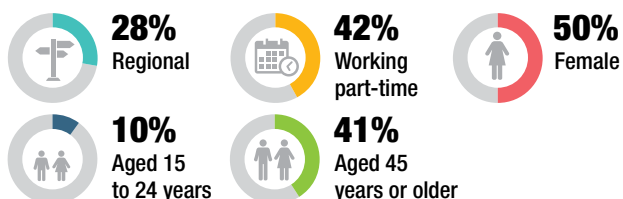


ADMINISTRATIVE AND SUPPORT SERVICES

433,600 EMPLOYED AT NOVEMBER 2016

↑4.1% SINCE NOVEMBER 2015

↑9.7% SINCE NOVEMBER 2011



Top 5 Occupations

Occupation	This industry	All industries
Commercial Cleaners	78,100	146,600
Domestic Cleaners	27,300	32,900
Human Resource Professionals	24,200	60,900
Gardeners	21,000	68,800
Tourism and Travel Advisers	20,900	25,800

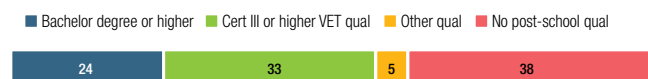
The Administrative and Support Services industry offers services like employment and travel agencies, pest control, cleaning and gardening. These services are often provided to other businesses.

It is a small industry in employment terms (with 4% of Australia's workforce), but 38,300 jobs were created over the five years to November 2016. The two subsectors which comprise this industry, Building Cleaning, Pest Control and Other Support Services, and Administrative Services, have relatively even shares of employment and both have grown strongly.

There are more than 120,000 jobs in regional locations.

More than two in five workers are *Labourers* (many of whom are cleaners), much higher than the all industries average of 10%. This suggests the industry offers a good opportunity for entry to the labour market. There are also training positions available, with 25,500 apprentices and trainees working in this industry in 2016.

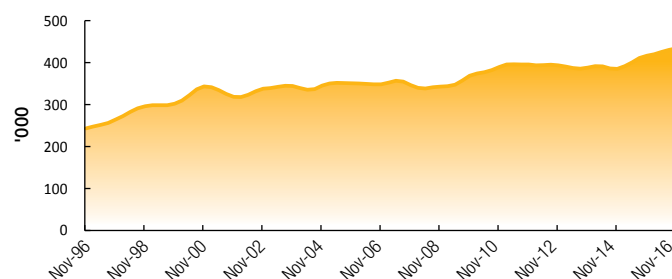
Educational attainment, Administrative and Support Services (%)



Interestingly, though, 63% of the Administrative and Support Services industry's workforce holds a post-school qualification (only slightly lower than the 67% for all industries) and few workers are younger than 25 years old (10%).

Employment is evenly split between males and females, and workers are quite likely to work part-time (42% are employed on this basis).

Employment, Administrative and Support Services ('000)

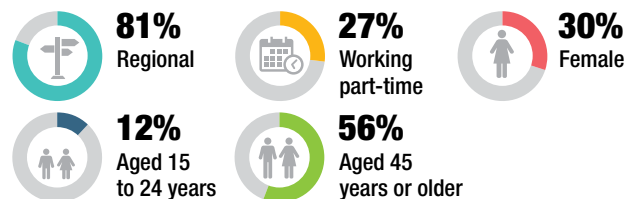


AGRICULTURE, FORESTRY AND FISHING

299,800 EMPLOYED AT NOVEMBER 2016

↓4.8% SINCE NOVEMBER 2015

↓5.2% SINCE NOVEMBER 2011



Top 5 Occupations

Occupation	This industry	All industries
Livestock Farmers	62,800	62,800
Crop Farmers	35,200	36,900
Livestock Farm Workers	24,400	27,500
Crop Farm Workers	22,500	24,200
Mixed Crop and Livestock Farmers	22,300	23,700

Agriculture, Forestry and Fishing is a relatively small employing industry but it has flow-on effects to employment in other industries, like *Transport and Storage* and *Manufacturing*. Direct employment in the industry has been falling over the past two decades, but it continues to provide jobs for around a quarter of a million workers in regional Australia (representing more than 80% of its employment). South Australia and Tasmania have slightly higher shares of this industry's jobs than they do of all jobs.

Employment decreased by 5.2% (or 16,500) over the five years to November 2016 (to 299,800).

Agriculture dominates industry employment (with around 80% or 250,900). Aquaculture, Forestry and Logging and Fishing, Hunting and Trapping are small employing subsectors, which together account for around 22,000 jobs.

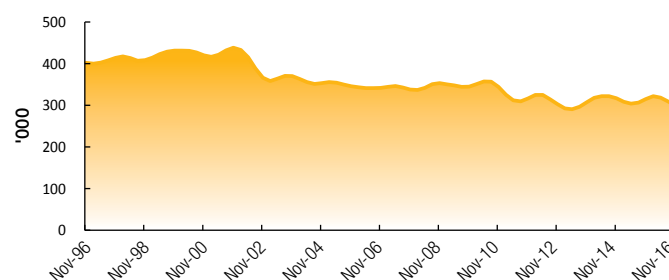
This industry has an older workforce than any other, with 56% of workers aged 45 years or older (including 16% aged 65 years or older). Seasonal work provides opportunities for people at all stages of life, including students and older people who may seek short periods of employment. The workforce is male dominated (70%) and relatively few workers are employed part-time (27%).

Educational attainment, Agriculture, Forestry and Fishing (%)



Although almost half the workers in this industry are *Managers*, a relatively large proportion of its workers do not have post-school qualifications (51% compared with 33% across all industries). Many skills used in the industry are learned on-the-job but the Vocational Education and Training sector also contributes significantly to workers' skills, with 30% holding a certificate III or higher level vocational qualification.

Employment, Agriculture, Forestry and Fishing ('000)



Sources: ABS, Labour Force (trend and annual averages of original data); NCVER Apprentices and Trainees; ABS, Education and Work



For more information see lmip.gov.au

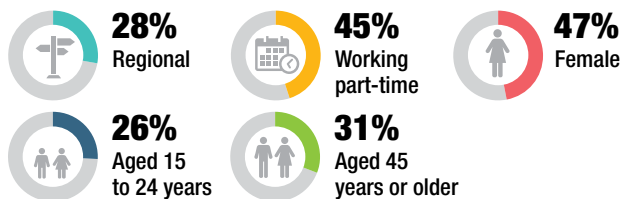
AUSTRALIAN JOBS 2017

ARTS AND RECREATION SERVICES

217,900 EMPLOYED AT NOVEMBER 2016

↓**3.8%** SINCE NOVEMBER 2015

↑**4.9%** SINCE NOVEMBER 2011



Top 5 Occupations

Occupation	This industry	All industries
Sports Coaches, Instructors and Officials	19,700	40,000
Sportspersons	9,700	9,700
Amusement, Fitness and Sports Centre Managers	9,500	14,600
Fitness Instructors	9,000	30,500
Music Professionals	7,700	9,300

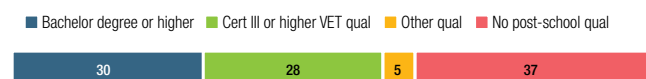
Arts and Recreation Services employs 217,900 workers in a range of activities including the operation of casinos, museums, parks and gardens, creative and performing arts, and professional and recreational sports.

There have been some job losses in this industry over the past year and growth has been below average over the last five years (up by 4.9% or 10,300). Over the longer term, however, employment has increased steadily.

Sports and Recreation Activities is the dominant subsector, with employment of 114,400, and the main employing occupations reflect this.

Workers tend to be relatively young (with 26% aged younger than 25 years compared with 15% across all industries) and 31% aged 45 years or older (compared with 39%).

Educational attainment, Arts and Recreation Services (%)

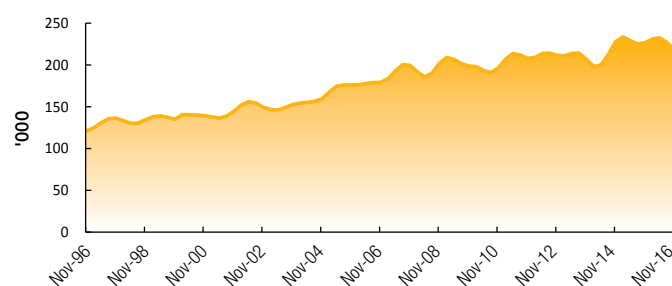


Around 30% of workers are *Community and Personal Service Workers*, 23% are *Professionals* and 15% are *Managers*. About 63% of the workforce has post-school qualifications, with 30% having a bachelor degree or higher and 28% holding a vocational education qualification at the certificate III or higher level.

About 28% of jobs (more than 60,000) are in regional areas, slightly below the all industries average of 31%.

Part-time employment is common (45% work on this basis) and jobs are relatively evenly split between men (53%) and women (47%).

Employment, Arts and Recreation Services ('000)

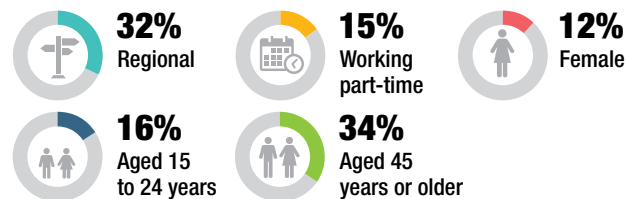


CONSTRUCTION

1,083,000 EMPLOYED AT NOVEMBER 2016

↑**2.9%** SINCE NOVEMBER 2015

↑**7.3%** SINCE NOVEMBER 2011



Top 5 Occupations

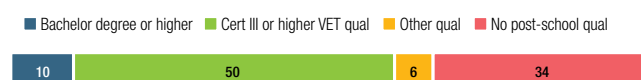
Occupation	This industry	All industries
Carpenters and Joiners	105,500	118,800
Electricians	95,500	144,700
Construction Managers	78,100	92,900
Plumbers	76,400	84,700
Painting Trades Workers	44,200	47,900

Construction is a large employing industry which has recorded steady long-term employment growth. It has contributed 73,400 new jobs to the labour market over the past five years, with above average growth (up by 7.3% compared with the all industries average of 6.2%). Building Construction recorded the largest rise in employment (up by 51,100 or 21.9%).

Construction is male dominated (88% of workers are male) and part-time employment is rare, with just 15% of workers employed on this basis.

Technicians and Trades Workers dominate, accounting for 52% of jobs, and this is shown in the top occupations, almost all of which are Trades. Half the workers hold a certificate III or higher vocational qualification. Consequently, the Vocational Education and Training (VET) sector is a key provider of skills to the industry (often through the apprenticeship and traineeship system).

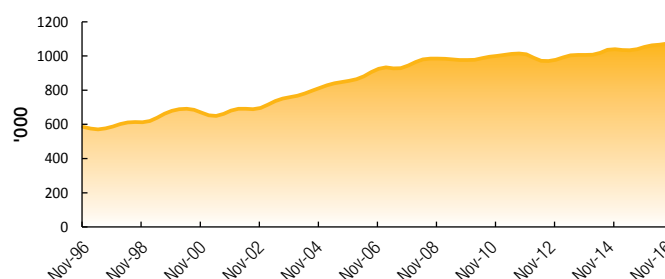
Educational attainment, Construction (%)



About 16% of workers are relatively low skilled *Labourers*, and there were 80,600 apprentices and trainees in-training in the *Construction* industry in 2016 (around 2,400 of whom were female), suggesting there are some good entry level opportunities.

Although the proportion of workers in this industry who are younger than 25 years is similar to the all industries average, because of its large employment size, it offers around 170,000 jobs for young workers. A relatively low proportion, though, is aged 45 years or older (34% compared with 39%).

Employment, Construction ('000)



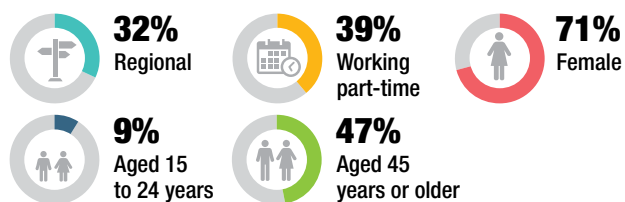
Sources: ABS, Labour Force (trend and annual averages of original data); ABS, Education and Work; ABS, Australian and New Zealand Standard Industrial Classification



EDUCATION AND TRAINING

956,900 EMPLOYED AT NOVEMBER 2016

↑3.0% SINCE NOVEMBER 2015 **↑12.6%** SINCE NOVEMBER 2011



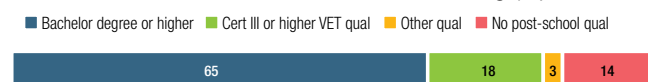
Top 5 Occupations

Occupation	This industry	All industries
Primary School Teachers	142,000	150,900
Secondary School Teachers	133,100	131,800
Education Aides	78,300	96,300
University Lecturers and Tutors	50,700	50,900
Private Tutors and Teachers	37,800	40,300

Education and Training is a large employing industry and is characterised by a predominantly female workforce of mainly *Professional* workers engaged in teaching tasks. There are also significant numbers of *Community and Personal Service Workers* (including Child Care Workers).

Around 107,100 jobs have been created over the past five years, with the largest number in Preschool and School Education (up by 62,200 or 13.2%). The strongest growth has been in Adult, Community and Other Education (up by 33.3% or 44,700).

Educational attainment, Education and Training (%)



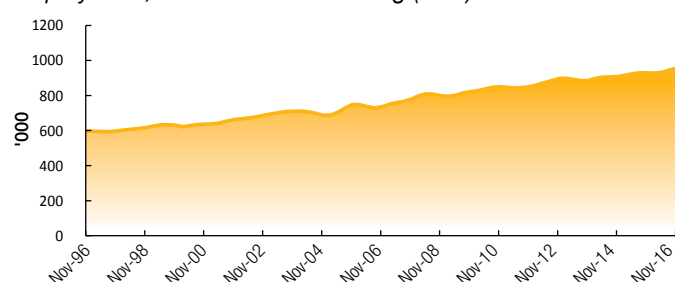
A university education is commonly required for work in this industry (65% of workers hold a bachelor degree or higher qualification). There are relatively few jobs for workers who have not completed tertiary study (just 14% of workers do not hold post-school qualifications).

The strong employment growth has been accompanied by a rise in higher education. There were 12,800 bachelor degree and 14,900 postgraduate completions in the Education field of study in 2015.

The *Education and Training* workforce has a relatively old age profile. Few workers are aged 15 to 24 years (9%), due largely to the time taken to gain relevant post-school qualifications. The high proportion of workers in this industry who are aged 45 years or older (47%) suggests there is likely to be strong demand to replace those who retire over the next decade or so.

Part-time employment is common (39%). The large size of this industry, and the provision of education services in almost every location, means that there are large numbers of jobs in regional Australia (more than 300,000).

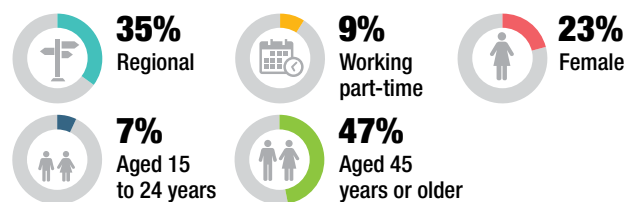
Employment, Education and Training ('000)



ELECTRICITY, GAS, WATER AND WASTE SERVICES

131,900 EMPLOYED AT NOVEMBER 2016

↓6.9% SINCE NOVEMBER 2015 **↓12.0%** SINCE NOVEMBER 2011

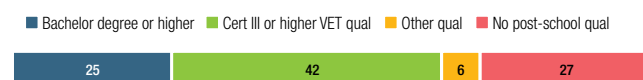


Top 5 Occupations

Occupation	This industry	All industries
Truck Drivers	9,900	190,300
Electricians	7,700	144,700
Electrical Distribution Trades Workers	5,400	8,400
Contract, Program and Project Administrators	4,400	116,200
Electrical Engineers	4,400	19,000

Electricity, Gas, Water and Waste Services is Australia's smallest industry and it is losing jobs. Over the five years to November 2016, employment fell by 18,000 or 12.0%. There were 9,800 fewer jobs compared with November 2015, with lower employment in three of the four subsectors. The largest fall was in Electricity Supply (down by 4,700), followed by Gas Supply (4,500) and Water Supply, Sewerage and Drainage Services (3,000).

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



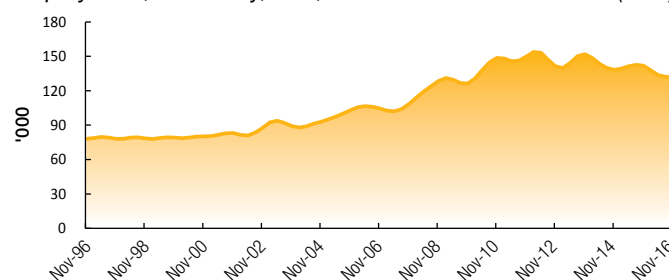
The workforce is highly skilled. Around 42% of workers have a certificate III or higher vocational qualification and an additional 25% have a bachelor degree or higher. There are relatively even numbers of *Technicians and Trades Workers* (they represent 23% of employment), *Clerical and Administrative Workers* (20%) and *Professionals* (19%).

Women have a low share of jobs in this industry (23%) and very few workers are employed part-time (9%).

This workforce has a relatively old age profile. The proportion of the workforce aged 45 years or older is higher than the all industries average (47% compared with 39%) and young people (15 to 24 years) make up just 7%. Around 5,400 apprentices and trainees (almost all male), were in-training in this industry in 2016, more than half of whom were aged 25 years or younger.

Around 35% of *Electricity, Gas, Water and Waste Services* jobs (more than 45,000) are in regional areas, slightly higher than the all industries average (31%).

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



Sources: ABS, Labour Force (trend and annual averages of original data); ABS, Education and Work; Department of Education and Training, Higher Education Statistics; NCVER, Apprentices and Trainees



For more information see lmip.gov.au

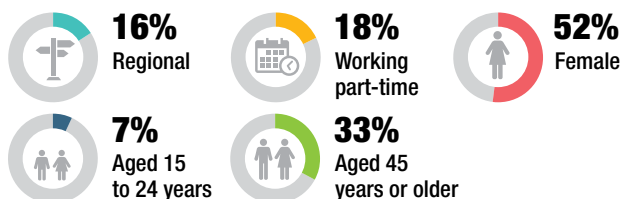
AUSTRALIAN JOBS 2017

FINANCIAL AND INSURANCE SERVICES

430,700 EMPLOYED AT NOVEMBER 2016

↓0.6% SINCE NOVEMBER 2015

↑1.3% SINCE NOVEMBER 2011



Top 5 Occupations

Occupation	This industry	All industries
Bank Workers	55,000	58,000
Financial Investment Advisers and Managers	39,900	45,500
Credit and Loans Officers	25,900	31,000
Insurance, Money Market and Statistical Clerks	25,600	33,500
Financial Brokers	24,700	29,300

Financial and Insurance Services employs 430,700 people. It has experienced solid growth over the past 20 years, but employment growth has been subdued over the last five years (up by 1.3% or 5,400), with a slight decrease in the past year. Over the year to November 2016, job losses were recorded in Insurance and Superannuation Funds (down by 4,700 or 5.2%) and Auxiliary Finance and Insurance Services (1,500 or 1.2%) but some new jobs were created in Finance (up by 13,200 or 6.4%).

This industry offers jobs in most locations, but employment is concentrated in New South Wales (which has 43% of this industry's jobs) with just 16% in regional Australia (the lowest of any industry).

Educational attainment, Financial and Insurance Services (%)



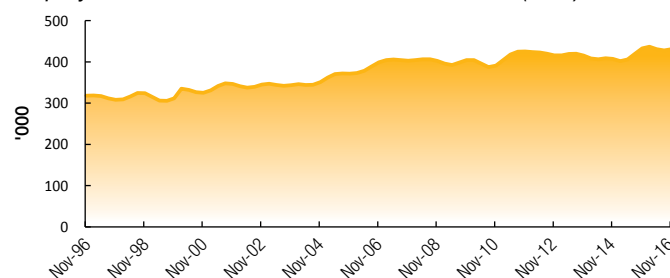
Workers in the *Financial and Insurance Services* industry are generally highly qualified, with the vast majority having completed tertiary study. Almost half the workers hold a bachelor degree or higher qualification and a quarter have a certificate III or higher vocational qualification.

Employment is concentrated in three occupation groups, which account for around 95% of jobs. About 42% of workers are *Clerical and Administrative Workers*, 38% are *Professionals* and 15% are *Managers*.

Only 7% of workers are younger than 25 years. There were 2,800 apprentices and trainees in this industry in 2016, around 45% of whom were young workers.

Women have a relatively large share of industry employment (52%), but part-time work is relatively uncommon (18% work on this basis compared with 32% across all industries).

Employment, Financial and Insurance Services ('000)



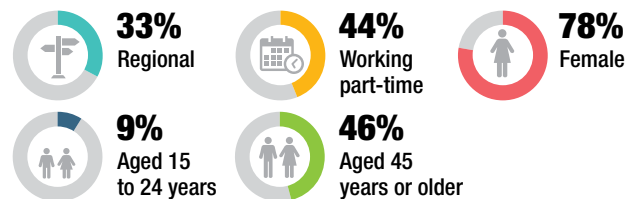
Sources: ABS, Labour Force (trend and annual averages of original data); ABS, Education and Work; Department of Employment, Skill Shortage Research; NCVER, Apprentices and Trainees; NCVER, Total VET Students and Courses; Department of Education and Training, Higher Education Statistics

HEALTH CARE AND SOCIAL ASSISTANCE

1,509,200 EMPLOYED AT NOVEMBER 2016

↓0.9% SINCE NOVEMBER 2015

↑14.2% SINCE NOVEMBER 2011



Top 5 Occupations

Occupation	This industry	All industries
Registered Nurses	245,100	253,800
Aged and Disabled Carers	143,900	161,600
Child Carers	101,100	140,000
Receptionists	89,700	167,000
Nursing Support and Personal Care Workers	89,600	89,500

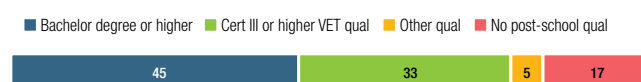
Health Care and Social Assistance employs more than 1.5 million workers and has provided more new jobs in the past five years than any other industry (up by 187,100 or 14.2%). There has, though, been a slight fall in employment over the past year.

Over the past five years, large numbers of new jobs were created in Medical and Other Health Care Services (up by 127,500 or 32.1%) and Social Assistance Services (77,500 or 24.2%).

A high proportion of workers are aged 45 years or older (46%) which may suggest there will be strong demand to replace workers who retire over the next decade or so.

Many workers are females employed as *Professionals* such as Registered Nurses and as *Community and Personal Care Workers* (including carers). Part-time employment is common. Workers are generally skilled.

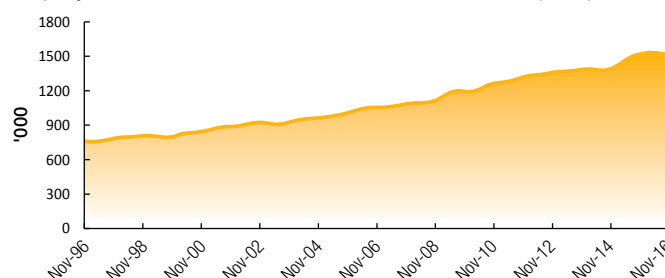
Educational attainment, Health Care and Social Assistance (%)



The strong employment growth has been accompanied by a strong rise in higher education in the field of education Health. In 2015, there were around 194,700 enrolments up by 39.3% over the five years. In the Vocational Education and Training (VET) sector there were around 227,300 student enrolments in Health. This industry employs 17,300 apprentices and trainees (8,300 of whom are aged under 25 years).

There is some surplus availability of labour in a number of health-related *Professional* labour markets despite the large numbers of new jobs. In regional areas, though, there can be shortages of qualified and experienced workers in this industry.

Employment, Health Care and Social Assistance ('000)

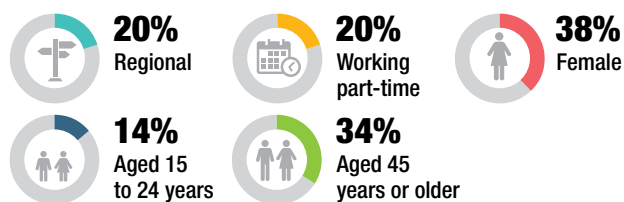


INFORMATION MEDIA AND TELECOMMUNICATIONS

204,600 EMPLOYED AT NOVEMBER 2016

↓**3.0%** SINCE NOVEMBER 2015

↓**3.2%** SINCE NOVEMBER 2011



Top 5 Occupations

Occupation	This industry	All industries
Telecommunications Trades Workers	17,100	22,500
Film, Television, Radio and Stage Directors	13,300	15,000
Journalists and Other Writers	11,500	23,000
Artistic Directors, Media Producers and Presenters	8,300	12,900
Telecommunications Engineering Professionals	8,000	11,100

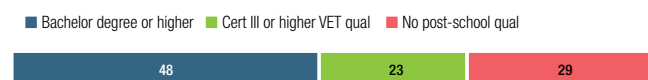
The diverse *Information Media and Telecommunications* industry includes businesses engaged in newspaper and Internet publishing, radio, broadcasting and telecommunication infrastructure and networks. It is a small employer of Australian workers and employment decreased by 6,700 or 3.2% over the five years to November 2016, due to lower employment in Publishing (except Internet and Music Publishing) (down by 20,600 or 45.6%).

The creation of new jobs in subsectors like Telecommunications Services (up by 9,600 or 11.0%) and Motion Picture and Sound Recording Activities (3,800 or 14.6%), partially offset losses in Publishing.

A relatively large share of this industry's jobs is in New South Wales (39%) and, nationally, just 20% of its workers are in regional areas (it provides fewer jobs in regional Australia than any other industry).

Around 40% of the workers are *Professionals*, 18% are *Technicians and Trades Workers*, 15% are *Managers* and 15% are *Clerical and Administrative Workers*. The largest five employing occupations demonstrate the diversity of jobs offered in this industry.

Educational attainment, Information Media and Telecommunications (%)

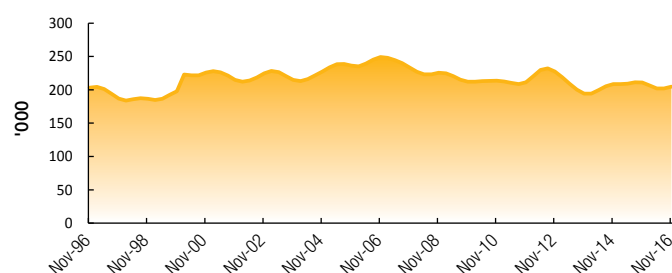


More than 70% of workers hold post-school qualifications, with 48% having a bachelor degree or higher qualification.

Young workers (aged 15 to 24 years) have a similar share of jobs in this industry as they do of all jobs (14% compared with 15%) but relatively few workers are aged 45 years and over (34% compared with 39%).

Women have a low share of *Information Media and Telecommunications* jobs (38%).

Employment, Information Media and Telecommunications ('000)

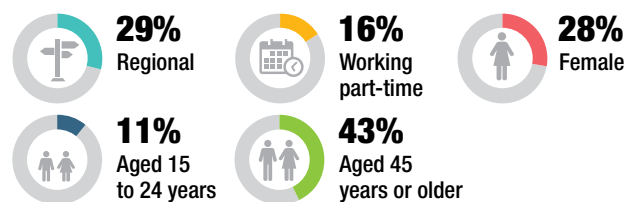


MANUFACTURING

912,400 EMPLOYED AT NOVEMBER 2016

↑**4.3%** SINCE NOVEMBER 2015

↓**2.6%** SINCE NOVEMBER 2011



Top 5 Occupations

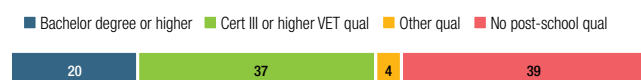
Occupation	This industry	All industries
Structural Steel and Welding Trades Workers	43,900	74,000
Production Managers	34,200	63,300
Metal Fitters and Machinists	30,200	99,000
Packers	30,000	63,100
Cabinetmakers	24,200	27,100

Over the five years to November 2016, employment in *Manufacturing* decreased by 24,700 (or 2.6%), continuing a long term decline. It continues, though, to offer large numbers of jobs (912,400) and there have been new jobs created in some subsectors, such as Food Product Manufacturing (up by 24,000 or 13.1%) and Basic Chemical and Chemical Product Manufacturing (11,100 or 26.8%).

Victoria has a higher share of *Manufacturing* jobs (31%) than it has of all jobs (26%), and employment tends to be slightly more concentrated in metropolitan locations than the average across all industries (around 71% compared with 69%).

The industry is characterised by male, full-time employment (females comprise 28% of the workforce and just 16% of workers are employed part-time). *Technicians and Trades Workers* comprise the largest group (accounting for 26%) but a really broad range of workers is employed, with 18% being *Labourers*, 16% *Managers*, 12% *Machinery Operators and Drivers*, 11% *Clerical and Administrative Workers* and 10% *Professionals*.

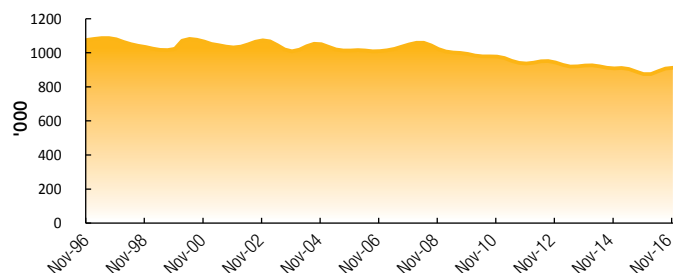
Educational attainment, Manufacturing (%)



Around 61% of workers have post-school qualifications, principally a certificate III or higher vocational qualification (37%), with 20% having a bachelor degree or higher. In addition, 26,900 apprentices and trainees were employed in 2016.

The age profile of the workforce is relatively old. Young people have a low share of *Manufacturing* jobs (11%) and workers aged 45 years and over make up a relatively large proportion (43%).

Employment, Manufacturing ('000)



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

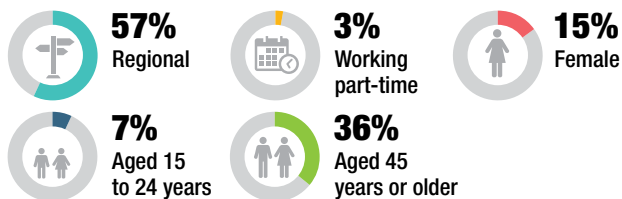


For more information see lmip.gov.au

AUSTRALIAN JOBS 2017

19

MINING

232,600 EMPLOYED AT NOVEMBER 2016**↑0.8%** SINCE NOVEMBER 2015**↓3.4%** SINCE NOVEMBER 2011

Top 5 Occupations

Occupation	This industry	All industries
Drillers, Miners and Shot Firers	43,100	57,600
Metal Fitters and Machinists	24,200	99,000
Truck Drivers	12,600	190,300
Other Building and Engineering Technicians	12,400	23,800
Electricians	9,700	144,700

Mining is an important industry in terms of its export revenue, but it employs relatively small numbers of workers, 232,600 or 2% of national employment. Employment has fallen over the past five years but it remains at a relatively high level by historical standards and there are signs that employment stabilised over 2015 and 2016, with a slight rise over the year to November 2016.

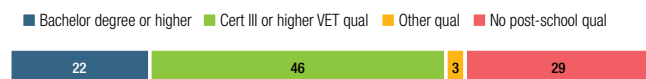
Over the past five years, the largest numbers of job losses were in Metal Ore Mining (down by 6,100 or 7.3%) and Coal Mining (4,400 or 8.8%). These have been partly offset by the creation of new jobs in Exploration and Other Mining Support Services (up by 20,100) and Oil and Gas Extraction (6,000).

Mining is a male-dominated industry with little part-time employment and there are relatively few jobs for workers aged 15 to 24 years (they comprise 7% of industry employment).

More than 70% of *Mining* jobs are in Western Australia and Queensland, and employment is mainly in regional areas (57%).

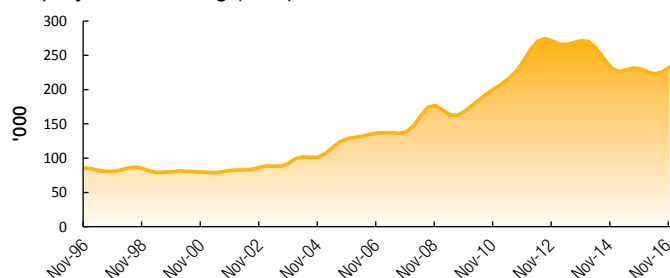
About 32% of workers in this industry are *Machinery Operators and Drivers* and 29% are *Technicians and Trades Workers*. There are very few jobs for *Community and Personal Service Workers* and *Sales Workers* (with just 1% for each of these groups) and *Labourers* (5% of the workforce).

Educational attainment, Mining (%)

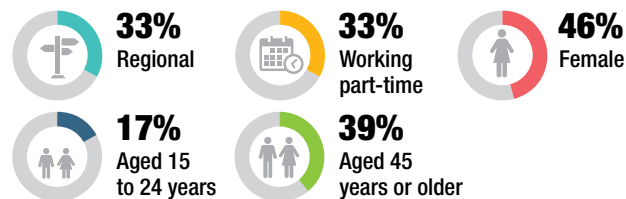


Employment often requires a post-school qualification. Around 46% of workers have a vocational qualification at the certificate III or higher level and another 22% have a bachelor degree or higher. In 2016, 6,600 workers were apprentices and trainees.

Employment, Mining ('000)



OTHER SERVICES

484,200 EMPLOYED AT NOVEMBER 2016**↑2.7%** SINCE NOVEMBER 2015**↑7.2%** SINCE NOVEMBER 2011

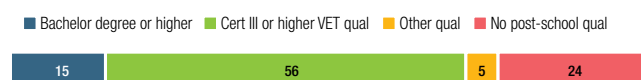
Top 5 Occupations

Occupation	This industry	All industries
Hairdressers	63,500	63,200
Motor Mechanics	52,900	83,500
Beauty Therapists	30,300	36,400
Ministers of Religion	15,700	19,000
Airconditioning and Refrigeration Mechanics	14,800	29,500

Other Services is a diverse industry which includes firms providing personal care, funeral and religious services, machinery and automotive repair and maintenance activities.

Employment has been rising. Over the past five years 32,600 new jobs were created (growth of 7.2%) to take the industry total to 484,200. Higher employment was driven by gains in Personal and Other Services (up by 38,000 or 16.8%) offsetting a fall in employment in Repair and Maintenance (down by 7,400 or 3.3%).

Educational attainment, Other Services (%)



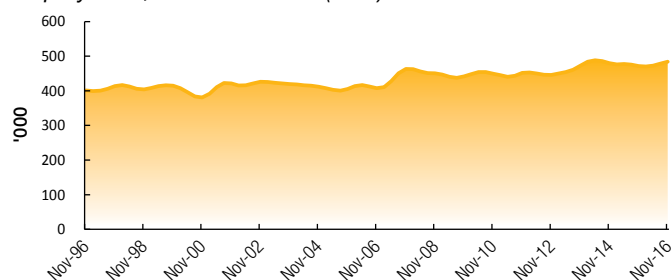
Around 46% of the workers in this industry are *Technicians and Trades Workers*. Accordingly, the Vocational Education and Training (VET) sector is a key provider of skills, with 56% of workers holding a certificate III or higher vocational qualification. Entry is often through an apprenticeship or traineeship and there were 26,800 apprentices and trainees in this industry in 2016.

Women have about 46% of jobs and two of the largest employing occupations, Beauty Therapist and Hairdresser, are female-dominated. The occupations in this industry are highly varied, as the top five, listed above, show.

The *Other Services* industry workforce has a relatively young age profile, with 17% of workers aged 15 to 24 years (compared with the all industries average of 15%).

One third of workers are employed part-time.

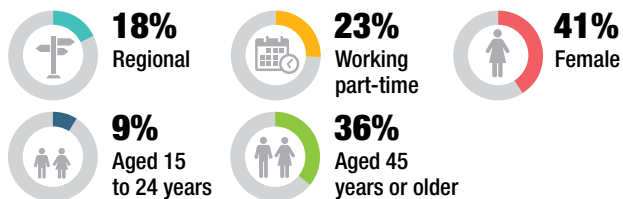
Employment, Other Services ('000)



PROFESSIONAL, SCIENTIFIC AND TECHNICAL SERVICES

1,022,700 EMPLOYED AT NOVEMBER 2016

↑2.4% SINCE NOVEMBER 2015 **↑17.7%** SINCE NOVEMBER 2011



Top 5 Occupations

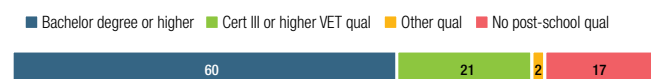
Occupation	This industry	All industries
Accountants	88,500	186,700
Solicitors	57,400	64,700
Software and Applications Programmers	55,500	97,800
Graphic and Web Designers, and Illustrators	31,700	53,600
Bookkeepers	28,200	106,900

Professional, Scientific and Technical Services includes a diverse range of activities, such as legal and accounting services, veterinary services and computer system design. Many of these services support other businesses.

The industry has more than one million workers, and it experienced strong growth over the five years to November 2016 (up by 17.7%) adding 154,100 new jobs (more than any other industry except *Health Care and Social Assistance*).

Above average growth has continued over the past year, with significant numbers of new jobs in subsectors such as Computer System Design and Related Services (up by 17,000) and Scientific Research Services (10,900). These, though, have been partly offset by falls in Legal and Accounting Services (down by 15,600) and Management and Related Consulting Services (14,100).

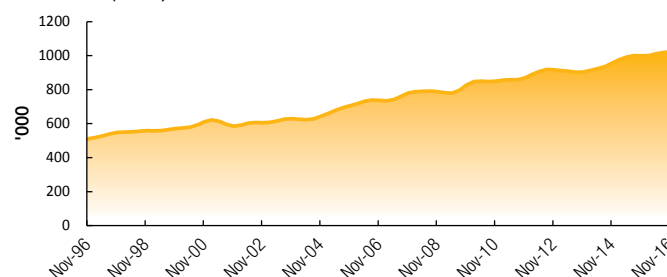
Educational attainment, Professional, Scientific and Technical Services (%)



More than four in five workers hold post-school qualifications, with 60% having a bachelor degree or higher. Consistent with this, 55% of jobs are for *Professionals*. Another 30% are *Managers or Clerical and Administrative Workers*.

New South Wales has a relatively high share of jobs (36%). Young workers (15 to 24 years), older workers (45 years or older) and women comprise relatively low proportions of this industry's workforce compared with the averages across all industries. Around 23% of workers are employed part-time.

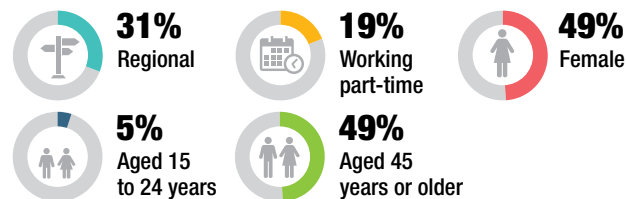
Employment, Professional, Scientific and Technical Services ('000)



PUBLIC ADMINISTRATION AND SAFETY

810,400 EMPLOYED AT NOVEMBER 2016

↑9.3% SINCE NOVEMBER 2015 **↑10.0%** SINCE NOVEMBER 2011



Top 5 Occupations

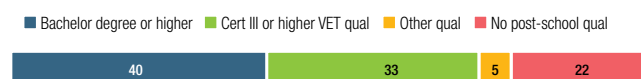
Occupation	This industry	All industries
Police	60,600	67,400
General Clerks	49,800	254,600
Security Officers and Guards	33,100	50,100
Contract, Program and Project Administrators	32,300	116,200
Inspectors and Regulatory Officers	23,600	32,900

Public Administration and Safety includes government administration, and services that maintain or enforce public order and regulations.

It employs 810,400 workers. Over the five years to November 2016, employment rose by 10.0% or 73,700, well above the average growth rate for all industries (6.2%).

This industry has a relatively old workforce, with almost half its workers aged 45 years or older and a low proportion in the 15 to 24 year age group (5%). Part-time employment is less common than it is in many other industries (19% of workers are employed on this basis). Females have a slightly higher share of jobs in this industry than they do across all industries (49% compared with 46%).

Educational attainment, Public Administration and Safety (%)

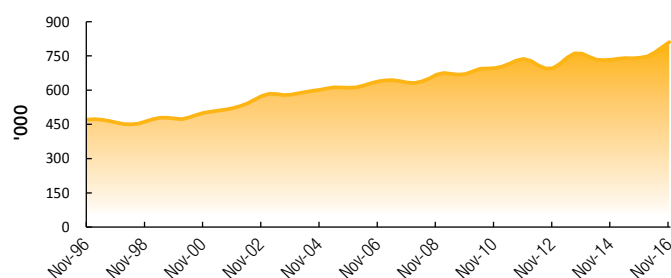


The workforce is highly skilled, with almost three in four workers holding post-school qualifications at the certificate III or higher level, with around 40% having a bachelor degree or higher and 33% holding a vocational qualification. There were 8,500 apprentices and trainees in this industry in 2016.

This industry employs workers in every occupation group, but the largest numbers are *Clerical and Administrative Workers* (28%), *Professionals* (27%) and *Community and Personal Care Workers* (21%).

The ACT (which is the location of the majority of the Australian Government's administration) has a relatively high share of *Public Administration and Safety* employment (9%). More than 235,000 people are employed in this industry in regional Australia.

Employment, Public Administration and Safety ('000)



RENTAL, HIRING AND REAL ESTATE SERVICES

214,200 EMPLOYED AT NOVEMBER 2016

↓1.8% SINCE NOVEMBER 2015

↑5.5% SINCE NOVEMBER 2011

**28%**
Regional**25%**
Working
part-time**51%**
Female**12%**
Aged 15
to 24 years**42%**
Aged 45
years or older

Top 5 Occupations

Occupation	This industry	All industries
Real Estate Sales Agents	81,100	91,900
Receptionists	9,100	167,000
General Clerks	8,700	254,600
Land Economists and Valuers	7,800	10,500
Office Managers	6,500	129,700

Rental, Hiring and Real Estate Services is a small employing industry of 214,200 workers. Over the past decade, there has been fairly consistent employment growth, but there has been a slight fall over the past year (down by 3,800 or 1.8%).

More than half the industry's workforce is female. Around a quarter of workers are employed part-time, compared with 32% of workers across all industries.

Rental, Hiring and Real Estate Services has a slightly older age profile than the all industries average, with just 12% of workers aged younger than 25 years and 42% aged 45 years or older.

Sales Workers and *Clerical and Administrative Workers* have around 40% of the jobs, with *Managers* and *Professionals* making up another 25%. The range of occupations is quite diverse and employment is spread widely across occupations. There are markedly higher numbers of Real Estate Agents (81,000) than any other workers, with no other occupation having employment of more than 10,000 in this industry.

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

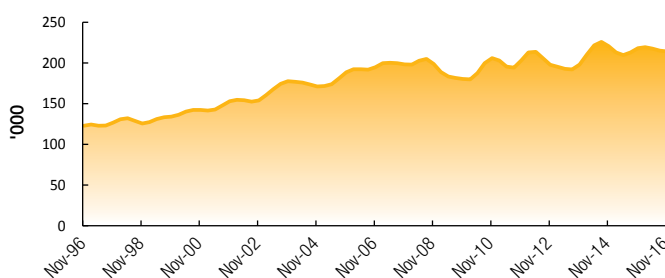
■ Bachelor degree or higher ■ Cert III or higher VET qual ■ Other qual ■ No post-school qual



A post-school qualification is generally required for employment in this industry. About 37% of the workforce has a certificate III or higher vocational qualification and another 27% holds a bachelor degree or higher. Just 28% of workers do not hold post-school qualifications.

The industry has a relatively low share of its jobs in regional areas (28%).

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



RETAIL TRADE

1,220,300 EMPLOYED AT NOVEMBER 2016

↓4.2% SINCE NOVEMBER 2015

↑2.4% SINCE NOVEMBER 2011

**34%**
Regional**50%**
Working
part-time**55%**
Female**32%**
Aged 15
to 24 years**30%**
Aged 45
years or older

Top 5 Occupations

Occupation	This industry	All industries
General Sales Assistants	375,000	503,400
Retail Managers	147,700	221,500
Checkout Operators and Office Cashiers	112,000	134,800
Shelf Fillers	59,200	57,300
Pharmacy Sales Assistants	38,600	37,300

Retail Trade is Australia's second largest employing industry with more than 1.2 million workers, or around one in ten working Australians. Supermarket and Grocery Stores have the largest numbers of *Retail Trade* workers (300,500), followed by Pharmaceutical and Other Store-Based Retailing (168,900) and Clothing, Footwear and Personal Accessory Retailing (157,200).

The industry provides jobs in almost every location, with around 420,000 workers employed in regional areas (more than any other industry except *Health Care and Social Assistance*).

Over the five years to November 2016, employment increased by 28,700 or 2.4%, driven by rises in Supermarket and Grocery Stores (up by 38,800) and Pharmaceutical and Other Store-Based Retailing (19,000). These gains, though, were partly offset by declines in subsectors such as Recreational Goods Retailing (down by 18,700) and Electrical and Electronic Goods Retailing and Specialised Food Retailing (each 17,200).

There has been a fall in employment in this industry over the past year (down by 4.2% or 54,000).

Women and young people are well represented in this workforce. Almost one third of workers are aged under 25 years (suggesting there are good opportunities for entry to the labour market) and 55% of workers are female. There is a similar number of full-time and part-time jobs (which provide the basis for an ongoing career or combining work and study).

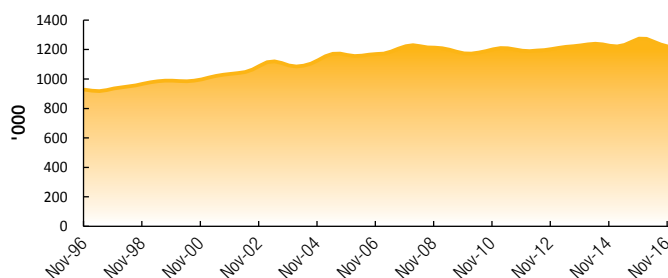
Educational attainment, Retail Trade (%)

■ Bachelor degree or higher ■ Cert III or higher VET qual ■ Other qual ■ No post-school qual



More than half the workers are *Sales Workers*. About 52% of the workforce does not have post-school qualifications and there were 15,600 apprentices and trainees in this industry in 2016.

Employment, Retail Trade ('000)

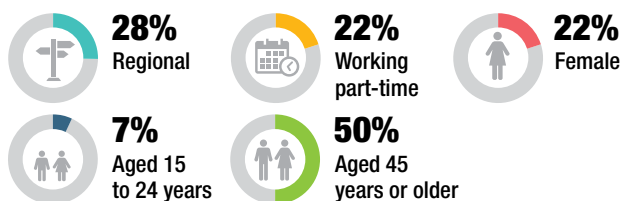


TRANSPORT, POSTAL AND WAREHOUSING

603,500 EMPLOYED AT NOVEMBER 2016

↓2.7% SINCE NOVEMBER 2015

↑7.1% SINCE NOVEMBER 2011



Top 5 Occupations

Occupation	This industry	All industries
Truck Drivers	114,400	190,300
Couriers and Postal Deliverers	42,500	41,700
Automobile Drivers	42,100	47,100
Bus and Coach Drivers	34,100	39,900
Storepersons	26,000	129,700

Transport, Postal and Warehousing employs 603,500 workers. Employment in this industry has been rising reasonably steadily over the long term and over the five years to November 2016, 40,300 new jobs were created. Job gains were largest in Road Transport (up by 31,900) and Transport Support Services (17,200), with some job losses in Rail Transport (down by 4,800) and Water Transport (3,700).

Workers are mainly males, employed full-time. The largest occupational group is *Machinery Operators and Drivers* (45% of workers) and four of the five largest occupations are driving jobs (with 114,400 for Truck Drivers). Just 20% of employment is in the three highest skilled occupation groups of *Managers*, *Professionals* and *Technicians and Trades Workers*.

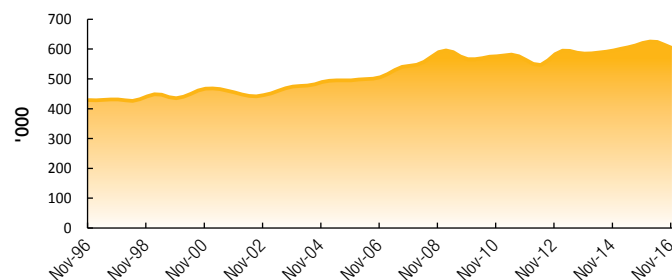
Educational attainment, Transport, Postal and Warehousing (%)



This workforce has a relatively low skill profile. Around 48% of the workers do not hold post-school qualifications. Just 15% of workers have a bachelor degree or higher and around 31% have a certificate III or higher vocational qualification. There are, though, good training opportunities. In 2016, the industry employed 10,200 apprentices and trainees.

The workforce has an older profile than the all industries average. It has one of the lowest proportions of workers aged 15 to 24 years, and one of the highest proportions aged 45 or older, of any industry. Half the workforce is in the 45 years or older age group.

Employment, Transport, Postal and Warehousing ('000)

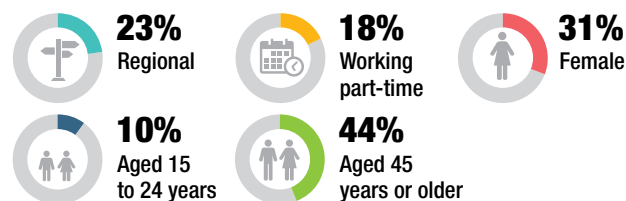


WHOLESALE TRADE

377,800 EMPLOYED AT NOVEMBER 2016

↓0.2% SINCE NOVEMBER 2015

↓7.6% SINCE NOVEMBER 2011



Top 5 Occupations

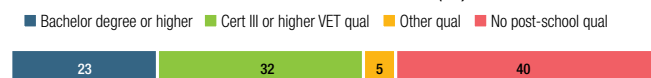
Occupation	This industry	All industries
Storepersons	25,000	129,700
Sales Representatives	23,600	92,800
Advertising and Sales Managers	20,700	139,300
Purchasing and Supply Logistics Clerks	18,300	85,000
Technical Sales Representatives	15,300	30,500

Wholesale Trade employs 377,800 workers. Employment has been trending down, with a fall of 31,000 (or 7.6%) over the past five years. The largest decrease was in Furniture, Floor Covering and Other Goods Wholesaling (down by 15,800), but lower employment has been recorded across most subsectors.

A relatively high proportion of the workforce is male and most workers are employed full-time (82%).

Slightly higher proportions of jobs in this industry are in New South Wales and Victoria than those across all industries, and employment is concentrated in metropolitan areas.

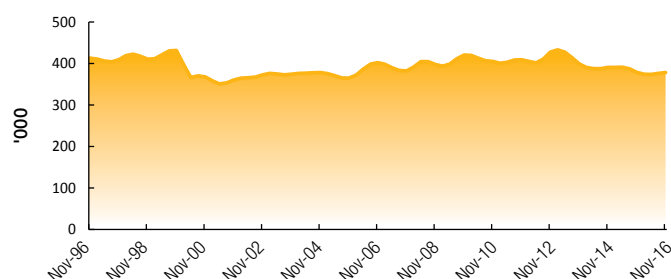
Educational attainment, Wholesale Trade (%)



A large proportion of workers do not hold post-school qualifications (40%), although the proportion with a certificate III or higher vocational qualification is the same as the all industries average (32%).

More than half the jobs are for *Clerical and Administrative Workers*, *Sales Workers* and *Machinery Operators and Drivers*, but *Managers* is the largest single occupation group with 22%. This profile suggests that the industry is likely to provide good entry level opportunities to the labour market. It is interesting to note, though, that relatively few *Wholesale Trade* workers are aged 15 to 24 years compared with the all industries average.

Employment, Wholesale Trade ('000)



OCCUPATION OVERVIEW

In which occupations do Australians work?

Many people pondering training and employment think in terms of occupations. Even from an early age, we identify with occupations, like Nurse or Truck Driver. Few people, though, recognise the wide range of occupations and employment opportunities available in the Australian labour market. The Occupation Matrix (page 39) includes data for around 350 occupations covering the whole labour market.

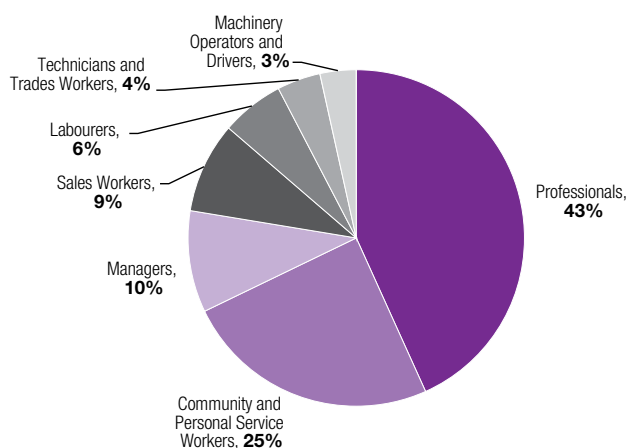
Occupations can be clustered according to their skill level and skill type to identify eight major occupation groups. The largest (and one of the most highly skilled) is *Professionals*, which has around one in four Australian workers, or almost 2.8 million.

The next two largest occupation groups are *Clerical and Administrative Workers* and *Technicians and Trades Workers*, with each accounting for more than 1.6 million workers.

The most highly skilled groups are *Managers, Professionals* and *Technicians and Trades Workers* (more than 70% of workers in each of these groups have post-school qualifications). The lowest skilled are *Labourers, Machinery Operators and Drivers* and *Sales Workers* (less than half of these workers hold post-school qualifications).

Many factors differentiate occupations, including tasks, educational requirements and main employing industries. For example, if you are a Secondary School Teacher, you will have a higher education qualification and are very likely to work in the *Education and Training* industry, but if you are a General Clerk, you probably don't need to have studied after leaving school and you could work in any industry. More information is available at joboutlook.gov.au.

Share of total new jobs, 5 years to November 2016 (%)



Which occupations have gained/lost jobs?

Over the five years to November 2016, employment grew in all occupation groups except *Clerical and Administrative Workers* (down by 1.3% or 21,700).

Consistent with the long term trend towards more highly skilled jobs, the largest numbers of new jobs in the five years to November 2016, were for *Professionals* (up by 334,700 or 13.7%, representing 43% of all new jobs). The strongest growth was for *Community and Personal Service Workers* (up by 17.7% or 190,400).

The specific occupations which recorded the largest numbers of new jobs over the five years to November 2016 were

- General Clerks (up by 61,500)
- Aged and Disabled Carers (43,500)
- Registered Nurses (37,500).

There are fewer jobs now compared with five years ago, though, for some occupations, including

- Secretaries (down by 28,900)
- Livestock Farmers (22,700)
- Office Managers (20,400).

The Department of Employment projects employment by occupation out five years. At the time of the publication, projections to May 2022 were in preparation. They will be published at lmip.gov.au in mid 2017.

In which occupations do young people work?

Young workers (aged 15 to 24 years) are predominantly employed in occupations which do not require post-school qualifications.

Consistent with this, two in every five *Sales Workers* are young.

Specific occupations with the largest numbers of young people are

- General Sales Assistants (276,200)
- Waiters (84,200)
- Checkout Operators and Office Cashiers (82,100).

How do earnings vary by occupation?

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

Information about earnings is included in the Occupation Matrix on page 39, but be sure to read the Guide to the Matrix on page 38.

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

Employment by occupation group

Occupation Group	Employment				Employment Profile			Workforce Educational Profile		
	Employ't Nov 2016	Share of total	5 year change to Nov 2016		Part-time	Aged 15 to 24 years	Aged 45 years or older	Bachelor degree or higher	Cert III or higher VET qual	No post-school qual
	'000	%	'000	%	%	%	%	%	%	%
Managers	1,533.5	13	75.6	5.2	13	4	50	37	32	27
Professionals	2,773.9	23	334.7	13.7	26	7	39	74	15	8
Technicians and Trades Workers	1,670.8	14	32.3	2.0	15	17	34	8	62	25
Community and Personal Service Workers	1,267.6	11	190.4	17.7	55	25	35	18	44	33
Clerical and Administrative Workers	1,673.9	14	-21.7	-1.3	36	11	45	24	32	38
Sales Workers	1,103.1	9	67.4	6.5	57	41	27	15	24	55
Machinery Operators and Drivers	782.4	7	26.9	3.6	17	9	49	7	30	57
Labourers	1,173.8	10	46.8	4.2	46	24	38	9	26	58
All Occupations¹	11,949.3	100	698.7	6.2	32	15	39	31	32	33

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; ABS, Characteristics of Employment



MANAGERS

1,533,500
EMPLOYED AT NOVEMBER 2016

↑0.5% SINCE NOVEMBER 2015

↑5.2% SINCE NOVEMBER 2011



32%
Regional



13%
Working
part-time



36%
Female



4%
Aged 15
to 24 years



50%
Aged 45
years or older

Top 5 Manager occupations

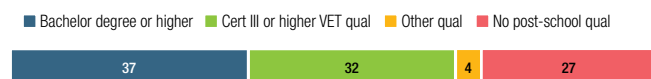
Retail Managers	221,500
Advertising, Public Relations and Sales Managers	139,300
Construction Managers	92,900
Café and Restaurant Managers	68,900
Production Managers	63,300

Managers plan, organise, control and coordinate the operations of government, commercial and other organisations and departments.

This is a relatively skilled group, as *Managers* generally hold senior positions, taking responsibility for staff and operations. Consequently, qualifications and experience are both usually required, although significant on-the-job experience is sometimes enough.

- The vast majority of *Managers* do hold post-school qualifications, with 37% having a bachelor degree or higher and 32% holding vocational qualifications at the certificate III or higher level.
- Farmers and Farm Managers and Hospitality, Retail and Service Managers are less likely than other *Managers* to have post-school qualifications.
- The need for significant workplace experience is reflected in the age profile of the workforce. Half of all *Managers* are aged 45 years or older and just 4% are aged 15 to 24 years (although 8% of Hospitality, Retail and Service Managers are in this age group).

Educational attainment, Managers (%)



Employment of *Managers* has been increasing, although growth was slightly weaker than the all occupations average over the five years to November 2016. Around 75,600 new jobs were created, with the largest numbers being for Specialist Managers such as Construction Managers (up by 16,300), ICT Managers (13,900) and Supply, Distribution and Procurement Managers (11,900).

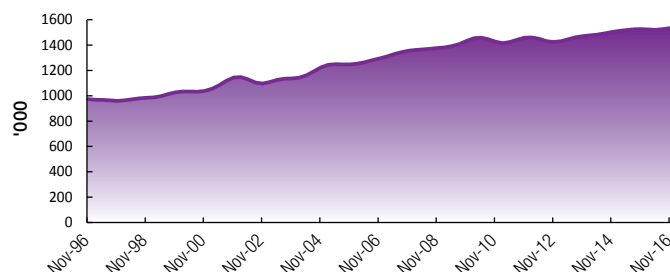
The number of vacancies advertised on the Internet for *Managers* has fallen in recent years. In December 2016, there were 7% fewer vacancies advertised than there were five years earlier, and vacancies were down by 37% compared with the peak in April 2008. Vacancies, though, are not always advertised online. Some are filled by the promotion of existing workers to *Managers* roles, some are advertised in other ways and many are filled by word of mouth, the use of other media or head hunting.

Managers tend to work full-time (just 13% are employed part-time, the lowest of any occupation group) and 64% are male.

Managers work in every industry, but the largest numbers are in *Retail Trade* (195,700). There are also large numbers of *Managers* in *Agriculture, Forestry and Fishing* (mainly *Farmers and Farm Managers*) (155,800), *Accommodation and Food Services* (145,500) and *Manufacturing* (142,600).

Some *Manager* occupations are concentrated in specific industries. For example, *Farmers and Farm Managers* work almost exclusively in the *Agriculture, Forestry and Fishing* sector and *Café and Restaurant Managers* are mainly employed in *Accommodation and Food Services*. For other *Manager* occupations, like *Advertising, Public Relations and Sales Managers*, employment is spread widely across all industries.

Employment, Managers ('000)



Employment by occupation subgroup, Managers

Occupation Subgroup	Employment			Employment Profile			Workforce Educational Profile		
	Employ't Nov 2016	5 year change to Nov 2016		Part-time	Aged 15 to 24 years	Aged 45 years or older	Bachelor degree or higher	Cert III or higher VET qual	No post-school qual
	'000	'000	%	%	%	%	%	%	%
Chief Executives, General Managers and Legislators	106.4	-11.3	-9.6	11	1	64	52	27	16
Farmers and Farm Managers	146.8	-25.9	-15.0	21	4	71	18	35	47
Specialist Managers	731.7	71.8	10.9	10	2	47	49	31	18
Hospitality, Retail and Service Managers	497.5	7.5	1.5	16	8	44	23	33	39
All Managers¹	1,533.5	75.6	5.2	13	4	50	37	32	27

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



PROFESSIONALS

2,773,900
EMPLOYED AT NOVEMBER 2016

↑2.0% SINCE NOVEMBER 2015

↑13.7% SINCE NOVEMBER 2011



23%
Regional



26%
Working part-time



54%
Female



7%
Aged 15 to 24 years



39%
Aged 45 years or older

Top 5 Professional occupations

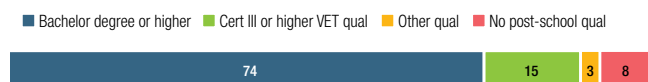
Registered Nurses	253,800
Accountants	186,700
Primary School Teachers	150,900
Secondary School Teachers	131,800
Software and Applications Programmers	97,800

The *Professionals* group employs a larger number of workers in Australia (almost one in every four) than any other occupation group and it has also created the largest number of new jobs over the past five years (up by 334,700 or 13.7%). Particularly large numbers of jobs were created for Education Professionals and Health Professionals, including for School Teachers (up by 74,000) and Midwifery and Nursing Professionals (43,400).

Despite the employment growth, in December 2016, there were 44% fewer vacancies advertised than there were in the peak recorded in April 2008 and 17% less than there were five years earlier. Vacancies are, though, advertised and filled in a variety of ways, with other media and specialist aps now being used in a number of professions to link employers and job seekers.

Professionals perform analytical, conceptual and creative tasks and most jobs require a bachelor degree or higher qualification (74% of *Professionals* have this level of attainment), so university study is the main pathway.

Educational attainment, Professionals (%)



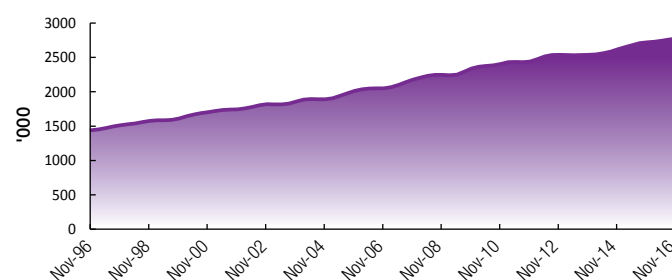
While jobs growth for *Professionals* is strong, there is also strong growth in bachelor degree completions. In 2015, 142,300 domestic students completed a bachelor degree (22,100 or 18.4% more than five years earlier). In some *Professional* occupations, there are now large numbers of qualified applicants vying for vacancies and there is evidence of a surplus of labour. Consistent with this, bachelor degree graduate employment outcomes have fallen over the past decade (see page 34).

More than 60% of *Professionals* are employed in just three industries: *Education and Training*, *Health Care and Social Assistance* and *Professional, Scientific and Technical Services*.

A relatively low proportion of *Professionals* are aged under 25 years, because it takes at least three years of post-school study to gain relevant qualifications.

The extent of part-time employment varies across the subgroups, being relatively rare for ICT Professionals but more common for Arts and Media Professionals. There are also marked differences in the representation of women in *Professional* occupations. Around 73% of Health Professionals are female but 81% of ICT Professionals are male.

Employment, Professionals ('000)



Employment by occupation subgroup, Professionals

Occupation Subgroup	Employment			Employment Profile			Workforce Educational Profile		
	Employ't Nov 2016	5 year change to Nov 2016	%	Part-time	Aged 15 to 24 years	Aged 45 years or older	Bachelor degree or higher	Cert III or higher VET qual	No post-school qual
Occupation Subgroup	'000	'000	%	%	%	%	%	'000	%
Arts and Media Professionals	98.2	10.5	12.0	37	11	39	60	15	22
Business, Human Resource and Marketing Professionals	675.8	58.4	9.5	19	7	35	65	18	15
Design, Engineering, Science and Transport Professionals	409.7	29.4	7.7	16	7	34	75	16	8
Education Professionals	554.4	90.0	19.4	35	7	45	82	11	5
Health Professionals	560.3	74.1	15.2	36	6	44	80	14	2
ICT Professionals	248.0	29.0	13.2	9	5	30	64	18	13
Legal, Social and Welfare Professionals	212.8	35.0	19.7	30	5	45	84	11	4
Professionals¹	2,773.9	334.7	13.7	26	7	39	74	15	8

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

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, Internet Vacancy Index; Department of Employment, Skill Shortage Research; Graduate Outcomes Survey



TECHNICIANS AND TRADES WORKERS

1,670,800
EMPLOYED AT NOVEMBER 2016

↓3.1% SINCE NOVEMBER 2015

↑2.0% SINCE NOVEMBER 2011



36%
Regional



15%
Working part-time



15%
Female



17%
Aged 15 to 24 years



34%
Aged 45 years or older

Top 5 Technicians and Trades Worker occupations

Electricians	144,700
Carpenters and Joiners	118,800
Metal Fitters and Machinists	99,000
Chefs	87,000
Plumbers	84,700

Technicians and Trades Workers perform a variety of skilled tasks, applying technical, trade or industry specific knowledge in construction, manufacturing, scientific, engineering and other activities. Some of these occupations, particularly Technicians, provide support to *Professionals*.

Almost 1.7 million Australians work as *Technicians and Trades Workers*. Growth in employment has been relatively subdued over the past five years (up by 2.0% or 32,300) and there was a fall over the year to November 2016. Significant numbers of new jobs were created over the past five years for Engineering, ICT and Science Technicians (up by 28,500 or 12.7%) and Electrotechnology and Telecommunications Trades Workers (19,600 or 9.0%), but these were partly offset by lower employment of Automotive and Engineering Trades Workers (down by 28,300 or 7.9%).

In December 2016, the number of vacancies advertised on the Internet was 42% below the peak recorded in April 2008 and 18% lower than five years earlier. There was, though, a rise of 2% over the year to December 2016.

Entry to most of the occupations in this group is through the Vocational Education and Training (VET) sector.

Around 62% of workers hold a certificate III or higher VET qualification. Apprenticeships and traineeships (see page 33) provide an important training pathway for many of the Trades occupations.

Educational attainment, Technicians and Trades Workers (%)

■ Bachelor degree or higher ■ Cert III or higher VET qual ■ Other qual ■ No post-school qual



Around 48,100 students completed apprenticeship and traineeship training for *Technicians and Trades Workers* occupations in the year to June 2016 and there were 176,100 apprentices and trainees in-training as at 30 June 2016. Apprenticeship and traineeship numbers have fallen over recent years, limiting the potential new supply of skilled workers. At the same time, there are persistent shortages in a number of Trades occupations, reflecting a range of factors including low training rates and high wastage (that is, people leaving their occupation).

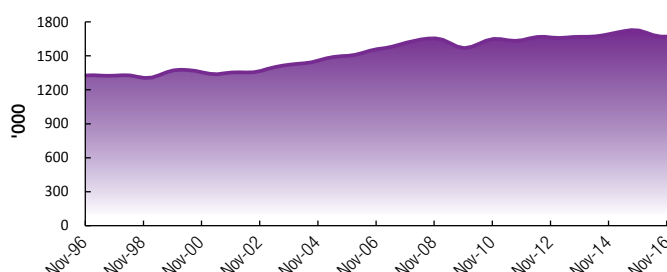
Around 60% of *Technicians and Trades Workers* are employed in three industries, *Construction* (33%), *Manufacturing* (14%) and *Other Services* (which includes automotive repair and maintenance) (13%).

Most *Technicians and Trades Workers* jobs are male-dominated (85% of workers are male), but females have a high share in particular occupations, such as Veterinary Nurses (98%), Florists (91%), Gallery, Library and Museum Technicians (90%), Hairdressers (86%) and Medical Technicians (81%).

Most *Technicians and Trades Workers* are employed full-time (just 15% are employed part-time) and 36% of jobs are located in regional areas (around 601,500).

Workers aged 15 to 24 years make up 17% of *Technicians and Trades Workers*, with many being apprentices or trainees. Around 34% of workers are aged 45 years or older (compared with 39% across all occupations).

Employment, Technicians and Trades Workers ('000)



Employment by occupation subgroup, Technicians and Trades Workers

Occupation Subgroup	Employment			Employment Profile			Workforce Educational Profile		
	Employ't Nov 2016	5 year change to Nov 2016	%	Part-time	Aged 15 to 24 years	Aged 45 years or older	Bachelor degree or higher	Cert III or higher VET qual	No post-school qual
Occupation Subgroup	'000	'000	%	%	%	%	%	%	%
Engineering, ICT and Science Technicians	253.0	28.5	12.7	16	9	38	26	51	18
Automotive and Engineering Trades Workers	328.1	-28.3	-7.9	6	17	35	3	76	16
Construction Trades Workers	369.2	-0.3	-0.1	10	21	30	2	62	32
Electrotechnology and Telecommunications Trades Workers	237.3	19.6	9.0	8	20	31	5	65	23
Food Trades Workers	159.1	-4.6	-2.8	26	15	29	11	54	32
Skilled Animal and Horticultural Workers	124.4	4.2	3.5	28	18	36	5	50	38
Other Technicians and Trades Workers	194.2	10.7	5.8	31	18	38	8	60	27
All Technicians and Trades Workers¹	1,670.8	32.3	2.0	15	17	34	8	62	25

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

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 Employment, Internet Vacancy Index; Department of Employment, Skill Shortage Research; NCVER, Apprentices and Trainees



For more information see joboutlook.gov.au

AUSTRALIAN JOBS 2017

COMMUNITY AND PERSONAL SERVICE WORKERS

1,267,600
EMPLOYED AT NOVEMBER 2016

↑2.4% SINCE NOVEMBER 2015

↑17.7% SINCE NOVEMBER 2011



35%
Regional



55%
Working part-time



69%
Female



25%
Aged 15 to 24 years



35%
Aged 45 years or older

Top 5 Community and Personal Service Worker occupations

Aged and Disabled Carers	161,600
Child Carers	140,000
Waiters	121,400
Bar Attendants and Baristas	96,300
Education Aides	96,300

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

This is a relatively large and fast growing occupation group. Almost 1.3 million Australians are Community and Personal Service Workers and this group recorded the strongest growth rate of any of the eight occupation groups over the five years to November 2016. Employment rose by 17.7% (close to three times the all occupations rate) and it added more jobs (190,400) than any group except Professionals. Employment growth was above average across all subsectors except Health and Welfare Support and, reflecting strong demand and the ageing population, employment of Carers and Aides surged, with 106,700 new jobs, or growth of 25.8%.

Advertised vacancy numbers increased by 2.2% over the year to December 2016, but remained 17% below the peak recorded in September 2007.

Employment is clustered in Health Care and Social Assistance and Accommodation and Food Services which together employ around 60% of Community and Personal Service Workers.

Young workers account for 25% of Community and Personal Service Workers jobs overall, but they have a low share of Protective Service Workers and Health and Welfare Support Workers jobs (6% and 7% respectively) and a high share of Hospitality Workers jobs (58%).

Consistent with the diverse range of services offered by these workers, entry pathways are varied.

Around 44% of workers have a certificate III or higher vocational qualification, 33% do not hold post-school qualifications and 18% have a bachelor degree or higher.

Qualification requirements for some occupations have changed over the past decade. Ambulance Officer and Paramedic training is now generally undertaken as a bachelor degree and Child Carers who work in long day care centres need a certificate III or diploma qualification.

Employers recruiting for Aged and Disabled Carer vacancies usually require applicants who hold a certificate III in aged or community care. Waiters, however, do not generally require post-school qualifications.

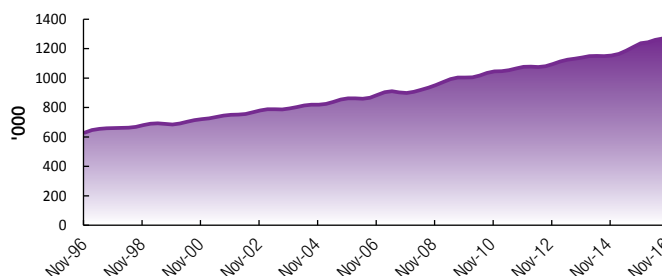
Educational attainment, Community and Personal Service Workers (%)

■ Bachelor degree or higher ■ Cert III or higher VET qual ■ Other qual ■ No post-school qual



Overall, this occupation group is female dominated (69% of workers are female) and part-time employment is common (55% are employed on this basis). Showing the marked differences by subsector, though, the Protective Service Workers group (which includes Police, Fire and Emergency Workers and Security Officers and Guards), has a predominantly male workforce (83%) with a relatively low level of part-time employment (13%).

Employment, Community and Personal Service Workers ('000)



Employment by occupation subgroup, Community and Personal Service Workers

Occupation Subgroup	Employment			Employment Profile			Workforce Educational Profile		
	Employ't Nov 2016	5 year change to Nov 2016		Part-time	Aged 15 to 24 years	Aged 45 years or over	Bachelor degree or higher	Cert III or higher VET qual	No post-school qual
	'000	'000	%	%	%	%	%	%	%
Health and Welfare Support Workers	122.2	3.6	3.0	41	7	48	35	50	10
Carers and Aides	520.9	106.7	25.8	60	16	44	17	55	24
Hospitality Workers	276.9	39.5	16.6	73	58	11	11	20	64
Protective Service Workers	149.5	15.8	11.8	13	6	40	20	48	23
Sports and Personal Service Workers	191.2	21.3	12.5	56	29	32	20	41	32
All Community and Personal Service Workers¹	1,267.6	190.4	17.7	55	25	35	18	44	33

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

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 Employment, Internet Vacancy Index; Department of Employment, Skill Shortage Research

For more information see joboutlook.gov.au

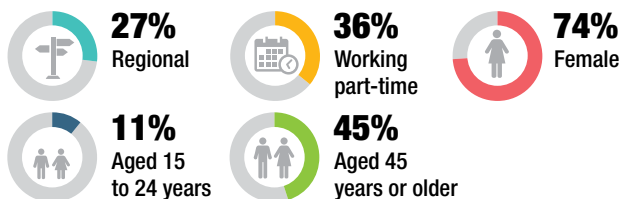


CLERICAL AND ADMINISTRATIVE WORKERS

1,673,900 EMPLOYED AT NOVEMBER 2016

↑0.3% SINCE NOVEMBER 2015

↓1.3% SINCE NOVEMBER 2011



Top 5 Clerical and Administrative Worker occupations

General Clerks	254,600
Receptionists	167,000
Office Managers	129,700
Accounting Clerks	129,400
Contract, Program and Project Administrators	116,200

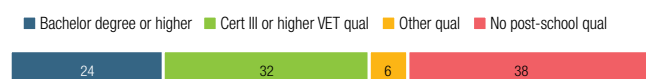
Clerical and Administrative Workers provide support to businesses by organising, storing, manipulating and retrieving information.

This is the second largest of the eight occupation groups, with almost 1.7 million workers. There has been a fall in employment of these workers over the past five years (down by 21,700 or 1.3%), driven by lower numbers of Personal Assistants and Secretaries and Clerical and Office Support Workers. A significant number of new jobs, though, were created for General Clerical Workers.

Advertised vacancy numbers fell over the five years to December 2016 (down by 17%) to be 54% below the peak recorded in December 2007. Nonetheless, there are many employment opportunities in this group, including for people who do not hold post-school qualifications.

About 38% of current workers do not have a certificate or degree, and those who do hold post-school qualifications are more likely to have Vocational Education and Training (VET) qualifications than a bachelor degree or higher.

Educational attainment, Clerical and Administrative Workers (%)



Employment of Clerical and Administrative Workers is widely dispersed across industries. The largest numbers are in *Health Care and Social Assistance* and *Public Administration and Safety* (each employs around 13%). Regardless of the industry, jobs are likely to be office based.

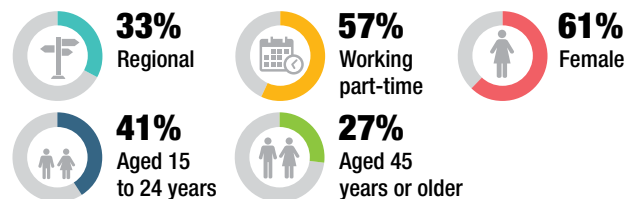
Almost three in every four Clerical and Administrative Workers are female (the highest proportion of any group). The workforce is older than the all occupations average (45% of workers are aged 45 years or older and a relatively small proportion of workers are aged 15 to 24 years).

SALES WORKERS

1,103,100 EMPLOYED AT NOVEMBER 2016

↓3.6% SINCE NOVEMBER 2015

↑6.5% SINCE NOVEMBER 2011



Top 5 Sales Worker occupations

General Sales Assistants	503,400
Checkout Operators and Office Cashiers	134,800
Sales Representatives	92,800
Real Estate Sales Agents	91,900
Retail Supervisors	39,300

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

Employment growth in this group has been low but 67,400 new jobs have been created over the past five years. Around 63,500 additional jobs were for Sales Assistants and Salespersons and 13,600 were for Real Estate Sales Agents. Gains, though, were partly offset by falls for Insurance Agents and Sales Representatives and Checkout Operators and Office Cashiers.

There has been a decrease in employment of Sales Workers over the past year (with a marked fall for Sales Assistants and Salespersons).

The number of Sales Workers vacancies advertised on the Internet has been falling and in December 2016, there were only half as many as there were in the peak period recorded in January 2008. Over the past five years, the number of advertised vacancies has decreased by 12%, with continuing falls over the past year. Vacancies for these workers, though, are advertised in other media and through signs in store windows, with some vacancies filled through applicants approaching employers for work.

Few jobs in this group require post-school qualifications (55% of current Sales Workers have not completed post-school study). About 57% of workers are employed part-time and the age profile is young (41% of workers are aged 15 to 24 years). Sales Workers jobs are often people's first employment and the seven day a week trading hours of many retail stores present part-time work opportunities for students.

Educational attainment, Sales Workers (%)



Employment is concentrated in the *Retail Trade* industry (60%) but there are around 440,000 jobs in other industries. For example, 109,000 Sales Workers jobs are in *Accommodation and Food Services*.

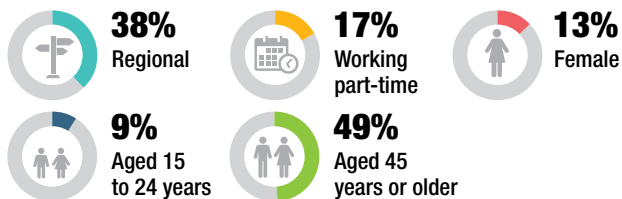


MACHINERY OPERATORS AND DRIVERS

782,400 EMPLOYED AT NOVEMBER 2016

↑5.5% SINCE NOVEMBER 2015

↑3.6% SINCE NOVEMBER 2011



Top 5 Machinery Operator and Driver occupations

Truck Drivers	190,300
Storepersons	129,700
Drillers, Miners and Shot Firers	57,600
Forklift Drivers	56,100
Delivery Drivers	50,700

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

This is the smallest employing occupation group, with 782,400 workers. Employment growth over the past five years has been below the all occupations average (up by 3.6% or 26,900). Lower demand from the *Mining and Manufacturing* industries is likely to have affected employment of these workers. New jobs were mainly for Road and Rail Drivers and Storepersons, with job losses for Machine and Stationary Plant Operators.

The number of vacancies advertised on the Internet for *Machinery Operators and Drivers* fell over the five years to December 2016 (down by 28%), to be 52% below the peak number recorded in March 2008. There has been a rise in the number of advertised vacancies, though, over the past year.

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

Educational attainment, Machinery Operators and Drivers (%)

■ Bachelor degree or higher ■ Cert III or higher VET qual ■ Other qual ■ No post-school qual



The *Transport, Postal and Warehousing* industry is the largest employer of these workers (37%) followed by *Manufacturing* (15%) and *Mining and Construction* (each 9%).

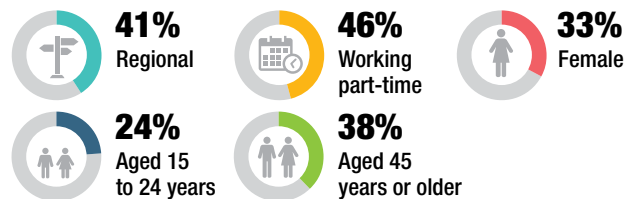
Just one in every ten workers is female and the vast majority of workers are employed full-time. A high proportion of workers are aged 45 years or older (49%) and relatively few are aged 15 to 24 years (9%).

LABOURERS

1,173,800 EMPLOYED AT NOVEMBER 2016

↑4.6% SINCE NOVEMBER 2015

↑4.2% SINCE NOVEMBER 2011



Top 5 Labourer occupations

Commercial Cleaners	146,600
Kitchenhands	133,900
Packers	63,100
Shelf Fillers	57,300
Building and Plumbing Labourers	56,100

Labourers perform routine tasks using hand and power tools, and machines, often assisting more skilled workers such as *Technicians and Trades Workers*. Some *Labourer* jobs require physical fitness (like Paving and Surfacing Labourers) but not all involve heavy work, with the group including occupations such as Fast Food Cooks and Product Quality Controllers.

One in ten Australian workers (almost 1.2 million) is a *Labourer*. This lower skilled occupation group experienced subdued employment growth over the five years to November 2016 despite some employment gains, mainly for Cleaners and Laundry Workers and Food Preparation Assistants. A fall in the employment of Factory Process Workers and Construction and Mining Labourers contributed to the low growth.

Advertised vacancy numbers for *Labourers* are at historically low levels. In December 2016, there were 66% fewer vacancies advertised than there were in the peak period in September 2007. Over the five years to December 2016, the number of vacancies fell by 34%, but there has been a slight recovery over the past year (up by 3%).

Labourers do not generally require post-school qualifications, but 26% of *Labourers* hold a certificate III or higher vocational qualification. Almost one in every four *Labourers* is aged 15 to 24 years, although there is a big variation across the occupations, with Fast Food Cooks having a median age of 18 years while for Caretakers the median age is 56 years.

Educational attainment, Labourers (%)

■ Bachelor degree or higher ■ Cert III or higher VET qual ■ Other qual ■ No post-school qual



Close to half the *Labourers* positions are part-time (many of these are Kitchenhands and Fast Food Cooks) which may present opportunities to combine valuable work experience with study.

Labourers work in a variety of industries, but the largest numbers are in *Accommodation and Food Services* (182,900, many of whom are Kitchenhands and Housekeepers), *Administrative and Support Services* (176,600, such as Commercial and Domestic Cleaners), *Construction* (167,100) and *Manufacturing* (162,500, including Packers and Product Assemblers).



EDUCATION AND EMPLOYMENT

Is there a link between educational attainment and employment outcomes?

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

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

This section examines the outcomes and opportunities which relate to four scenarios. The first explores opportunities for people who do not have post-school qualifications, the second looks at pathways through the Vocational Education and Training (VET) sector, the third examines apprenticeships and traineeships and the fourth focuses on higher education.

Before we look at these pathways to the labour market, it is worth setting the context in terms of the relationship between education and employment. There are two aspects worthy of note.

- A larger proportion of jobs are now for skilled workers.
- Qualified workers generally do better in the labour market.

Educational attainment is rising

The majority of employment growth over the past five years has been in occupations that generally require post-school qualifications, either through the higher education or VET sectors. This is a long term trend which is expected to continue.

Consistent with this, workers who hold post-school qualifications have increased their share of employment. In 2016, 67% of workers held post-school qualifications (up from 59% in 2006). The growth has been for both higher education and VET qualifications. In 2016

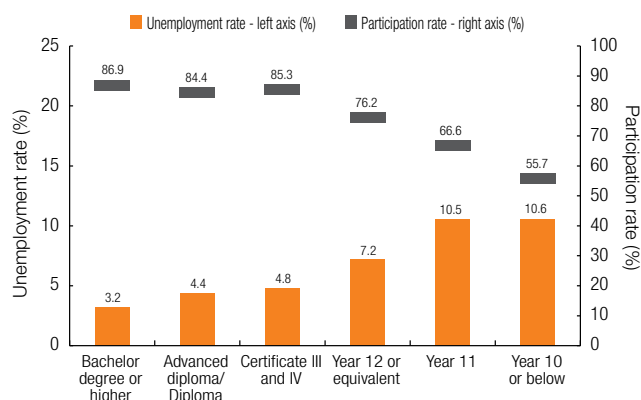
- 31% of workers held a bachelor degree or higher qualification (up from 24% in 2006)
- 32% held a certificate III or higher VET qualification (up from 27%).

Post-school qualifications provide benefits

People with higher level 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.

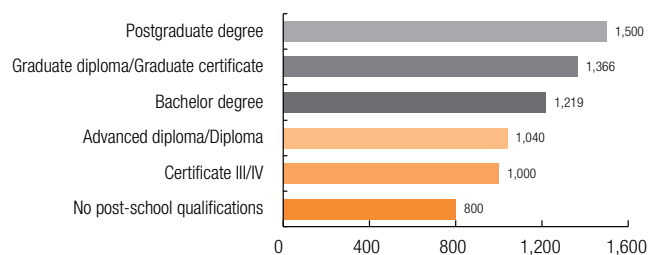
For those who do not hold post-school qualifications, unemployment rates are markedly higher and participation rates are relatively low.

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



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

Median weekly earnings in main job, by highest level of post-school qualification, 2015 (\$)



What if I don't do further study?

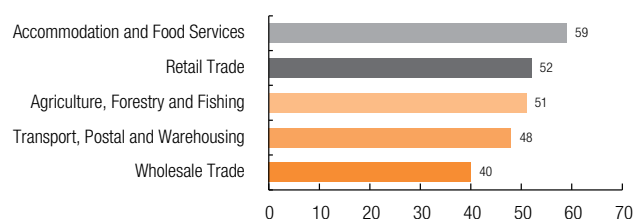
There are job opportunities if post-school education is not right for you and it is worth remembering that the option of further study is likely to be available later if you change your mind or your circumstances alter. Tertiary study is not only for young people, thousands of vocational education and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

Although most of the new jobs created over recent years (and those expected in the future) are in skilled occupations, there are millions of jobs in relatively lower skilled occupations and many Australians enjoy rewarding careers in these occupations.

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

There are job opportunities for people without post-school qualifications in all industries. Large proportions of workers employed in *Accommodation and Food Services* (59%) and *Retail Trade* (52%) do not hold post-school qualifications.

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



Which occupations do not require post-school qualifications?

Significant proportions of *Labourers* (58%), *Machinery Operators and Drivers* (57%) and *Sales Workers* (55%) do not hold post-school qualifications. Some of the largest employing occupations in Australia do not require post-school qualifications. Examples include General Sales Assistants, General Clerks, Waiters, Checkout Operators and Cashiers, and Truck Drivers.

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

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

VOCATIONAL EDUCATION AND TRAINING (VET)

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

There are more than 4,500 registered VET training providers (RTOs), including publicly owned TAFE institutes and universities, private providers (including enterprise and industry providers), community organisations and schools.

In 2015, there were around 4.5 million VET student enrolments.

Who can study through the VET system?

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

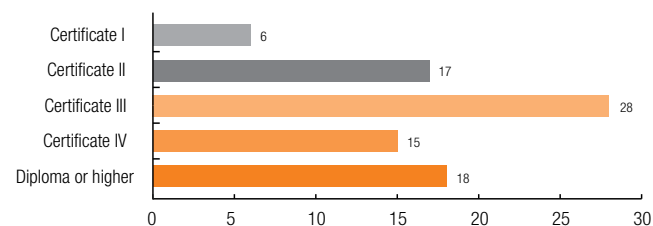
Young people make up a large proportion of VET students.

- 36% are aged 24 years or younger.
- 42% are aged 25 to 44 years.
- 22% are aged 45 years or older.

What levels of qualification does VET offer?

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

VET program enrolments, by qualification level, 2015 (%)

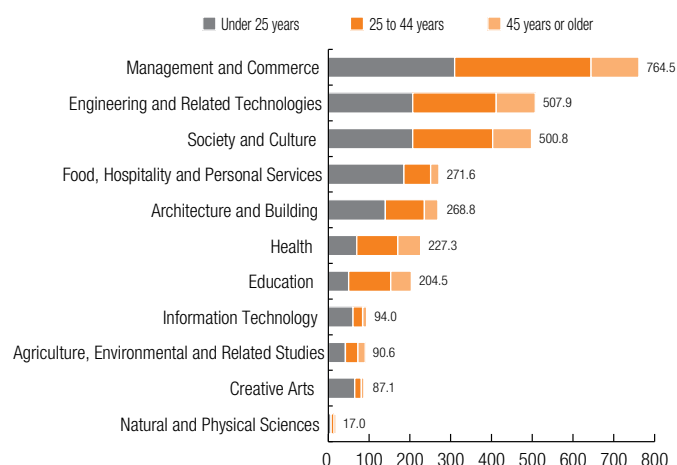


* Excludes Non-AQF level qualifications

What subject areas does VET offer?

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

VET program enrolments, by selected fields of education and age, 2015 ('000)

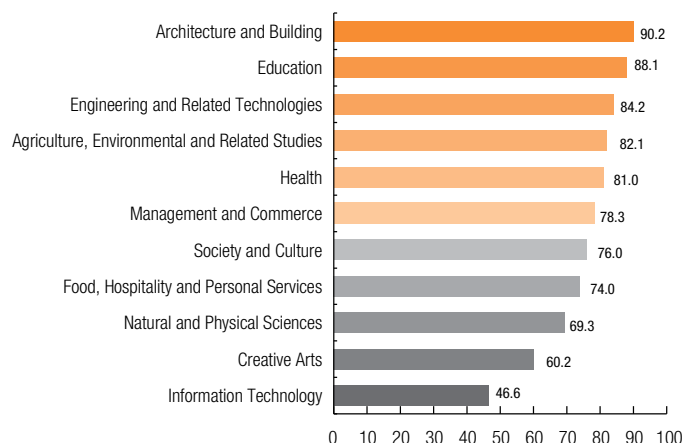


How does VET help in the labour market?

Employment outcomes for VET graduates are strong, although they have weakened somewhat over the past decade. In 2016, 77.6% of VET graduates were employed (full-time or part-time) six months after completing their training. More information about the job-related benefits of VET are available in the NCVER *Total VET graduate outcomes* publication.

Graduate employment outcomes vary, though, depending on the field of study. In 2016, the strongest employment outcomes were for graduates in Architecture and Building (90.2% employed 6 months after graduation) and Education (88.1%). Employment outcomes were relatively weak for Information Technology (46.6%) and Creative Arts (60.2%) graduates.

VET graduates employed (full-time or part-time) 6 months after graduation, by field of education, 2016 (%)



Do VET graduates have high earnings?

Workers who hold a VET qualification at the certificate III or higher level earn more than those who have not studied after leaving school (see page 31).

Immediately after training, the median annual income for VET graduates working full-time was \$56,000 in 2016. The highest salaries were for those who studied

- Education (\$66,000)
- Engineering and Related Technologies (\$59,900)
- Architecture and Building (\$57,400)
- Health (\$57,400).

Higher level VET qualifications provide better outcomes

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

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 outcomes VET graduates, 2016

	VET graduates employed after training (%)	Median annual income after training
Diploma or higher	78.4	\$62,500
Certificate IV	84.2	\$62,600
Certificate III	77.3	\$50,000
Certificate II	68.8	\$52,200
Certificate I	46.0	\$47,100

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



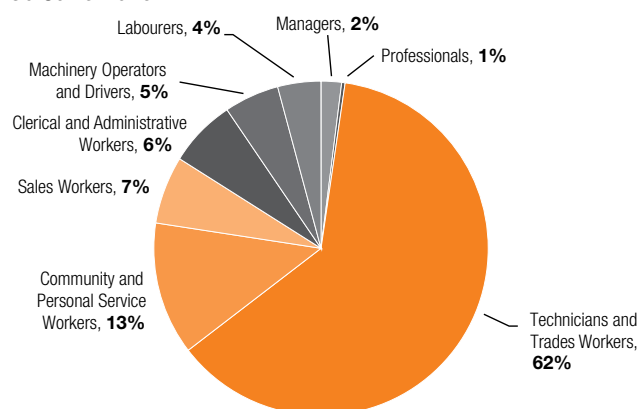
APPRENTICESHIPS AND TRAINEESHIPS

Apprenticeships and traineeships are a form of skills development that combine paid employment with training. They can be undertaken full-time or part-time, and are also available through school-based apprenticeships.

Anyone of working age can undertake an apprenticeship or traineeship, and they can lead to qualifications at a range of levels. Apprenticeships provide the training pathway for most *Technicians and Trades Workers* jobs (referred to below as Trades) as well as many other occupations. In fact, there are apprenticeships and traineeships for more than 500 occupations.

Completion of an apprenticeship or traineeship provides a nationally recognised qualification as well as relevant work experience (which is increasingly valued by employers).

Apprentices and trainees, occupation major group, 30 June 2016



There were 282,900 apprentices and trainees in-training at 30 June 2016, but enrolments have fallen in recent years (down by 7.8% compared with 30 June 2015).

Apprenticeships and traineeships are offered in every industry but *Construction* provides the largest number (see page 14). In terms of occupation groups, *Technicians and Trades Workers* comprise the largest (with more than 170,000 or 62%).

Apprentices and trainees are predominantly young (65% are aged 15 to 24 years) but the National Centre for Vocational Education Research notes that those aged over 25 years have increased their share over the past 20 years. Adult apprentices now comprise 28% of Trade and 45% of Non-Trade apprentices and trainees (up from 8% and 22% respectively). The majority of apprentices and trainees are male (73%). There are, though, good opportunities for females to become apprentices or trainees, especially in industries such as *Health Care and Social Assistance*.

Although apprenticeships and traineeships are available across the certificate levels, most students are enrolled in courses at the certificate III level (around 83%).

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

Apprentices and trainees generally have stronger graduate employment outcomes than the average for all Vocational Education and Training (VET) graduates. In 2016, 83.1% were employed six months after graduation, compared with 77.6% for all VET graduates.

Their earnings, though, are slightly lower. The median annual income for apprentice and trainee graduates employed full-time after training was \$46,900 in 2016 (compared with \$56,000 for all VET graduates).

Apprentice and trainee graduate employment outcomes

	Employed (full-time or part-time) after training (%)	Annual income, employed full-time after training
2012	85.7	\$46,500
2013	85.4	\$48,200
2014	85.5	\$50,900
2015	84.1	\$51,100
2016	83.1	\$46,900*

* 2016 data are median annual incomes, all other years are averages

How do you get an apprenticeship or traineeship?

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

The Department of Employment has undertaken research into the labour market for apprentices across five traditional trades groups (and it is likely that the findings are applicable to apprenticeships and traineeships more generally). It shows that

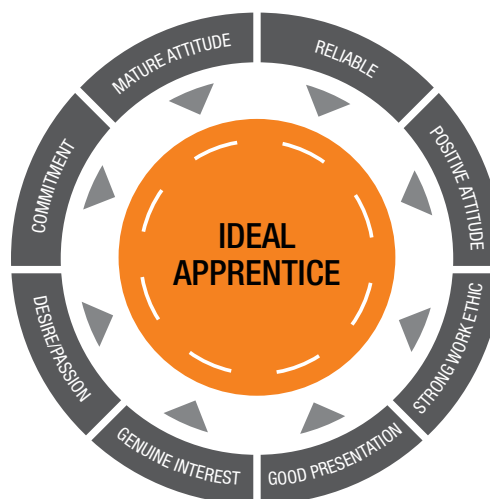
- there are opportunities for people seeking such employment but that most applicants do not match employers' expectations
- many young people who apply have no genuine interest or commitment to the trade or no real interest in being an apprentice.

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

Get more information

If you are interested in becoming an apprentice, look at websites like australianapprenticeships.gov.au or aapathways.com.au and explore your chosen industry or occupation and talk to career advisers, or the Australian Apprenticeship Support Network.

Qualities sought by employers



HIGHER EDUCATION

A popular option for students who have completed Year 12, and for some mature-age people who are looking for further study, is the higher education system. Australia's higher education system is made up of universities and other institutions which offer undergraduate degrees and higher qualifications. Higher education is the pathway to a range of jobs, including the most highly skilled *Professionals* occupations (around three quarters of *Professionals* hold a bachelor degree or higher qualification and many *Professional* jobs can only be done by people who have a relevant qualification at the bachelor degree or higher level).

For jobs in *Education and Training* and *Health Care and Social Assistance* higher education qualifications are often required.

Higher education enrolments have increased strongly over the past decade (up by 46%), and there are now almost 1.05 million domestic students enrolled in higher education. Female enrolments grew at a stronger rate than male enrolments (up by 48%, compared with 43%).

Who can study through the higher education system?

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

In 2015, females accounted for 58% of higher education students.

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

- 61% are aged 24 years or younger.
- 31% are aged 25 to 44 years.
- 7% are aged 45 years or older.

What subject areas are offered?

The higher education sector provides training in all fields of education, but the largest numbers of enrolments are in Society and Culture (almost 280,000 in 2015), which is a diverse field of education including studies in law, psychology, human welfare and society, language and linguistics, economics and sport and recreation. The strongest enrolment growth has been in Health, which has more than doubled over the past decade to around 194,700 in 2015.

There are few enrolments in Food, Hospitality and Personal Services.

Higher education enrolments, by field of education, 2015

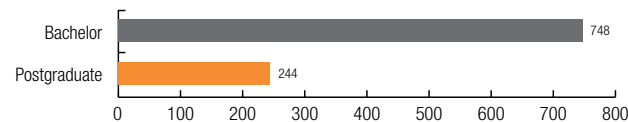
	2015 enrolments	5 year change	
	'000	'000	%
Society and Culture	279.7	48.1	20.8
Health	194.7	54.9	39.3
Management and Commerce	189.6	22.8	13.7
Education	123.0	21.8	21.6
Natural and Physical Sciences	96.0	22.8	31.2
Creative Arts	77.9	9.3	13.6
Engineering and Related Technologies	68.0	10.1	17.5
Information Technology	31.1	7.0	28.7
Architecture and Building	24.5	2.3	10.1
Agriculture Environmental and Related Studies	14.5	-1.0	-6.7
All fields of education¹	1,046.8	189.5	22.1

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

What level of qualifications are offered?

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

Higher Education student enrolments, by qualification level 2015 ('000)

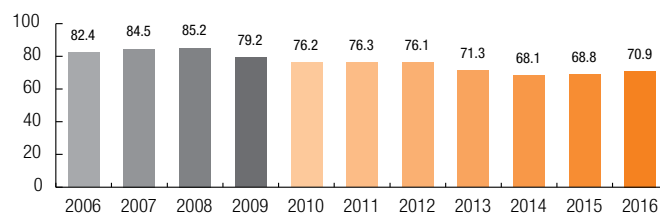


Higher education graduate employment outcomes

While higher level qualifications ultimately improve employment prospects, employment outcomes for students immediately after graduation have weakened over the past decade. There have been recent signs of improvement, though. In 2016, 70.9% of bachelor degree graduates (available for full-time work) found full-time employment four months after graduation.

Postgraduate studies can improve employment outcomes. In 2016, 85.1% of postgraduate coursework graduates and 80.1% of postgraduate research graduates were employed full-time four months after graduation.

Bachelor degree graduates employed full-time 4 months after graduation, 2006 to 2016 (%)



Graduate employment outcomes vary depending on the area of study. Almost all Medicine and Pharmacy bachelor degree graduates find employment after graduation, reflecting internship requirements. Other areas of study with strong graduate employment outcomes are

- Veterinary Science (89.8% found full-time employment)
- Rehabilitation (84.0%)
- Nursing (82.5%).

Some study areas have relatively weak graduate outcomes

- Creative Arts (55.0%)
- Agriculture and Environmental Studies (59.8%)
- Communications (60.7%).

More information about graduate outcomes is available on qilt.edu.au.

Higher education graduate salaries

Salaries for bachelor degree graduates have risen over the past decade. In 2016, the median annual starting salary was \$57,900. Postgraduate coursework graduates had a median starting salary of \$80,000 and for postgraduate research graduates it was \$85,000.

The highest bachelor degree graduate salaries by area of study were

- Dentistry (\$83,500)
- Medicine (\$69,200)
- Teacher Education (\$62,900)
- Engineering (\$62,600).



THE CHANGING WORLD OF WORK AND RECRUITMENT

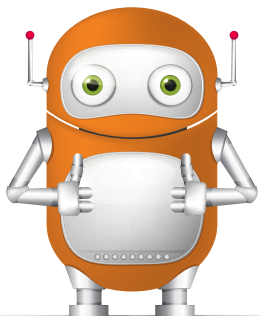
Technology is rapidly changing our world, including our jobs and the way we seek employment. People often ask how these changes will affect them, and whether robots or computers will replace them in their occupation.

Dealing with technological change is not a new issue. New technologies such as the printing press or the steam engine have always led to the decline of some jobs while creating new jobs and changing others. So what can we expect from the changes we are seeing today?

The impact of technology on jobs

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

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



What has happened to existing jobs?

The jobs which are easiest to automate are those which are routine, and the proportion of people employed in such jobs is decreasing.

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

Routine cognitive jobs are also being affected, particularly by advancements in computing power and machine learning which mean that more decision-making processes can be undertaken by computers. For example, some organisations are using computers to make quick investment decisions (algorithmic trading) or provide automated online customer support.

What will happen to future jobs?

While technology is decreasing demand for some occupations, it is also creating opportunities through the need for workers to develop, use or supervise the operation of new technologies. For example, the coming years could see the creation of new jobs such as 3D Printing Designers or Big Data Analysts.

Technological improvements are likely to expand automation to jobs in less structured environments. Some effects could be seen in the near future, such as changes to the nature of Call or Contact Centre and Customer Service Manager roles through the use of automated customer service assistants. Other effects are a little further away, such as the eventual impact of automated vehicle technology on Automobile Drivers and Delivery Drivers.

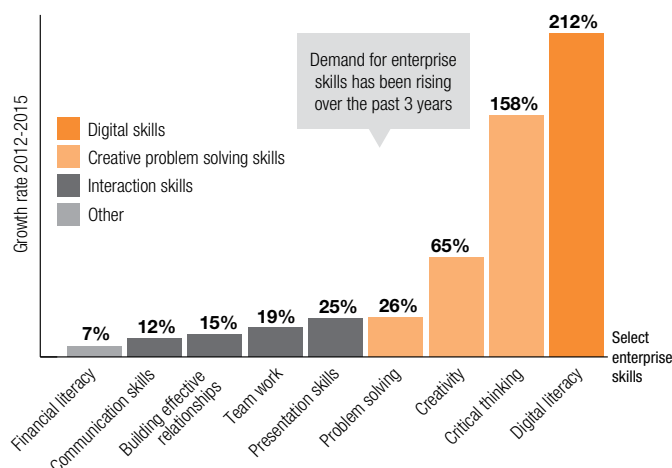
The number of non-routine jobs as a share of all jobs has increased steadily, and we should expect this trend to continue in the future. These occupations, such as Chefs, Teachers, and Software and Applications Programmers, often involve complex thinking, creativity and human presence.

What does this mean for job seekers?

Certain skill sets will be particularly valuable for jobs in the future. Science, technology, engineering and mathematics (STEM) skills are likely to be in high demand in mainstream future career paths. Aptitudes such as adaptability, resilience and entrepreneurial skills will also be increasingly important.

In a recent study, the Foundation for Young Australians analysed job vacancies to identify the skills employers are seeking. It found that transferable skills which enable workers to adapt to changing workforce demands are often requested. These skills include digital literacy, critical thinking, creativity, problem solving and presentation skills.

Growth in proportion of jobs requesting each skill, early-career jobs 2012 to 2015 (%)



Source: Foundation for Young Australians, *The New Basics*, 2016

Adapt to recruitment processes

The way in which employers seek workers is also changing. Internet recruitment has been commonplace for some time, supplementing or replacing traditional methods such as newspaper advertisements. Employers in some occupations are increasingly using social media or mobile apps as a way of connecting with potential workers.

It is important to understand the recruitment processes in your occupation and adapt your job search techniques accordingly. Recognise the changing nature of the selection process. Many employers now use technology to research candidates online, conduct video interviews, or simulate work environments, so make sure your online profile is positive.

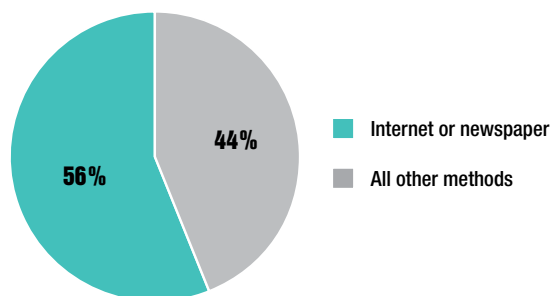
FINDING A JOB

How do employers recruit?

Employers use a wide range of recruitment methods to fill vacancies, so it is important that you adopt a variety of job search strategies to avoid missing out on potential employment opportunities. Research by the Department of Employment shows the most common recruitment methods used by employers in 2016.

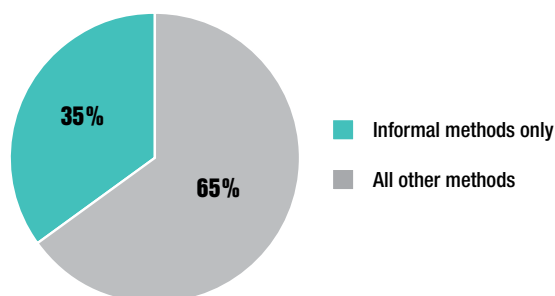
More than half of all vacancies are advertised on the Internet or in a newspaper. In addition to recruitment sites, many Internet vacancies are advertised on employers' websites.

Formal methods of recruitment



One third of vacancies are not formally advertised, with employers instead relying on a range of informal methods to fill their vacancies, such as word of mouth, being approached directly by job seekers, or placing a sign in the window of their business.

Informal methods of recruitment



Things to keep in mind when applying for a job

It can be difficult when applying for a job to know how to tailor your application or prepare for an interview. These things will vary depending on the role or the employer. Employers suggest that if you are a job applicant you should

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

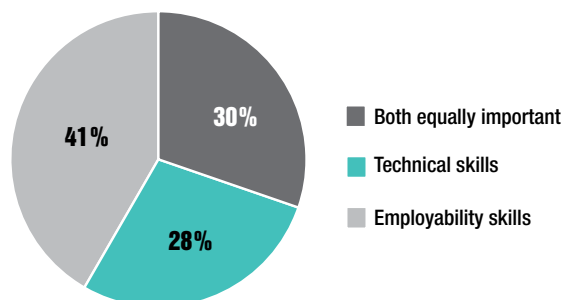
EMPLOYABILITY SKILLS

What are employability skills?

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

Research by the Department has found that more than two thirds of employers place at least as much emphasis, if not more, on employability skills than they do on technical skills.

Are employability skills or technical skills most important to employers?



Even the most highly qualified applicants need to be able to demonstrate their employability skills. Applicants who do not have the employability skills that an employer requires will often be rejected, even if they have relevant qualifications.

While employers generally consider all employability skills to be important, they may place greater emphasis on some skills over others. Employers seeking to fill positions in lower skilled occupations particularly value

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

Employers seeking to fill more highly skilled occupations also value these attributes, but they rank the following as the most important employability skills

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

Employability skill development is crucial for all job seekers. It is especially important that job seekers who do not have post-school qualifications (including young job seekers) are able to demonstrate their employability skills to employers, including that they have a positive attitude and are prepared for the demands of the workplace.



EMPLOYABILITY SKILLS

Do employability skills vary by occupation?

Although employability skills are important for every job, some are more relevant to particular jobs. The following examples are based on discussions with Australian employers and give some insight into what employers need for specific occupations.

Early Childhood (Pre-primary School) Teachers



1. Caring and empathetic



2. Good communication skills



3. People skills

General Clerks



1. People skills



2. Good communication skills



3. Good organisational skills

Housekeepers



1. Motivation and work ethic



2. Reliable



3. People skills

Plumbers



1. Motivation and work ethic



2. Work well in a team



3. Reliable

Registered Nurses



1. Caring and empathetic



2. Good communication skills



3. Good organisational skills

Structural Steel and Welding Trades Workers



1. Reliable



2. Work well in a team



3. Good communication skills

Waiters



1. People and customer service skills



2. Well presented



3. Reliable

What do employers value?

When employers recruit to fill a vacancy they are looking for applicants to demonstrate experience, skills and knowledge, and employability skills. If you can demonstrate that you have these attributes, and that they are relevant to the position, then you are more likely to be successful.

It can be difficult to stand out from the crowd even if your skills and experience are highly relevant to the role. It can be even harder if you don't yet possess all of these attributes. Here are some tips to help you to stand out from other applicants.

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

For more information and assistance

JOB JUMPSTART

YOUR CAREER. YOUR FUTURE.

Job Jumpstart is the Australian Government's one-stop-shop for young people seeking employment planning and job search information. The site helps achieve employment goals by assisting people to identify the type of jobs that might suit them, the skills and experience needed and how to connect with employers to access employment or work experience opportunities.

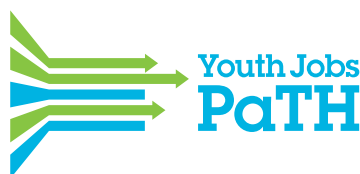
jobjumpstart.employment.gov.au

? What's Next?

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

The website can help people work out what to do after losing their job, providing handy resources and links to support. There are also self-help resources to identify their skills and strengths.

whatsnext.employment.gov.au



The Youth Jobs PaTH is designed to support young people to gain the skills and work experience they need to get and keep a job.

employment.gov.au/youth-jobs-path



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 25 to 30.

The Occupation Matrix is also available as an Excel spreadsheet (which can be sorted by different characteristics) at employment.gov.au/australian-jobs-publication.

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 2016. It includes both full-time and part-time workers.

Employment change refers to the increase or decrease in employment, as well as the percentage change, over the five years to November 2016.

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 2016 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 job seekers who have never worked 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 should not be used to determine what a worker will actually earn. Data are not available for all occupations.

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

Data Source: ABS, Characteristics of Employment, 2015

No Post-school Qualification

The figures are a percentage of those employed in the occupation (15 to 64 years) who have not completed education other than pre-primary, primary or secondary education. Data are not available for all occupations.

Data Source: ABS, Education and Work, May 2016



OCCUPATION MATRIX

	Employ't Nov 2016	5 year change to Nov 2016		Unemploy't Rate 2016	Working Part-time	Female	Median Age	Median Earnings	No Post-school Qual
Occupation	'000	'000	%		%	%	years		%
Accounting, Banking and Financial Services									
Accountants (P)	186.7	25.9	16.1	Below Average	19	48	38	\$\$\$\$	-
Accounting Clerks (CA)	129.4	-8.6	-6.2	Average	37	83	43	\$\$	38
Auditors and Company Secretaries (P)	20.0	4.3	27.4	Above Average	12	56	38	\$\$\$\$\$	19
Bank Workers (CA)	58.0	4.2	7.8	Below Average	31	72	37	\$\$\$	44
Bookkeepers (CA)	106.9	-9.2	-8.0	Below Average	68	93	47	\$\$	33
Credit and Loans Officers (CA)	31.0	3.3	11.9	Below Average	17	50	36	\$\$\$	31
Debt Collectors (CA)	6.2	-3.7	-37.5	Average	23	63	38	\$\$	44
Economists (P)	6.0	1.3	28.1	Below Average	11	32	37	\$\$\$\$\$	15
Finance Managers (M)	52.7	-0.6	-1.2	Below Average	12	41	44	\$\$\$\$\$	13
Financial Brokers (P)	29.3	5.5	23.0	Below Average	19	35	41	\$\$\$\$	19
Financial Dealers (P)	17.2	0.0	0.1	Average	14	30	38	\$\$\$\$	0
Financial Investment Advisers and Managers (P)	45.5	-0.4	-0.9	Average	15	33	43	\$\$\$\$\$	12
Insurance, Money Market and Statistical Clerks (CA)	33.5	1.9	6.0	Below Average	20	69	37	\$\$	33
Payroll Clerks (CA)	39.2	1.3	3.5	Below Average	37	84	44	\$\$	33
Administration and Human Resources									
Archivists, Curators and Records Managers (P)	7.0	1.1	19.4	Below Average	23	60	44	\$\$\$\$	0
Call or Contact Centre and Customer Service Managers (M)	37.7	-0.5	-1.2	Below Average	8	46	39	\$\$\$	29
Call or Contact Centre Workers (CA)	28.9	-6.2	-17.6	Above Average	28	66	33	\$\$	38
Contract, Program and Project Administrators (CA)	116.2	16.8	16.9	Average	19	56	42	\$\$\$\$	20
Corporate Services Managers (M)	8.5	-1.9	-17.8	Average	17	51	49	\$\$\$\$	45
Debt Collectors (CA)	6.2	-3.7	-37.5	Average	23	63	38	\$\$	44
Filing and Registry Clerks (CA)	17.5	-4.6	-20.9	Above Average	39	84	45	\$\$	35
General Clerks (CA)	254.6	61.5	31.9	Average	42	84	43	\$\$	42
Human Resource Clerks (CA)	10.3	-1.9	-15.9	Below Average	12	80	41	\$\$\$	35
Human Resource Managers (M)	46.9	-1.4	-2.9	Average	8	52	43	\$\$\$\$\$	15
Human Resource Professionals (P)	60.9	-5.9	-8.8	Average	17	67	37	\$\$\$	29
Inquiry Clerks (CA)	78.5	10.5	15.4	Average	30	71	37	\$\$	33
Inspectors and Regulatory Officers (CA)	32.9	-2.8	-7.7	Below Average	20	45	47	\$\$\$\$	23
Keyboard Operators (CA)	61.1	-12.7	-17.2	Above Average	46	86	43	\$\$	45
Mail Sorters (CA)	12.7	0.1	0.5	Average	22	46	48	\$\$	50
Management and Organisation Analysts (P)	61.5	16.3	36.0	Average	19	43	42	\$\$\$\$	15
Office Managers (CA)	129.7	-20.4	-13.6	Below Average	34	80	45	\$\$\$	32
Personal Assistants (CA)	49.7	-7.3	-12.7	Average	21	97	42	\$\$\$	37
Purchasing and Supply Logistics Clerks (CA)	85.0	-3.1	-3.5	Average	16	41	39	\$\$\$	47
Receptionists (CA)	167.0	-8.7	-5.0	Average	51	93	41	\$	45
Secretaries (CA)	44.6	-28.9	-39.3	Below Average	56	96	48	\$\$	44
Survey Interviewers (CA)	1.9	-3.7	-65.8	Above Average	78	41	28	-	-
Switchboard Operators (CA)	4.6	-2.0	-30.8	Below Average	32	86	40	-	70
Training and Development Professionals (P)	21.5	-10.2	-32.1	Above Average	32	66	41	\$\$\$\$	18
Transport and Despatch Clerks (CA)	43.7	8.1	22.7	Below Average	9	34	42	\$\$	44
Advertising, Media and Public Relations									
Advertising and Marketing Professionals (P)	67.3	21.2	46.0	Below Average	22	60	34	\$\$\$	17
Advertising, Public Relations and Sales Managers (M)	139.3	7.8	5.9	Below Average	10	38	41	\$\$\$\$\$	22
Artistic Directors, Media Producers & Presenters (P)	12.9	1.9	17.5	Below Average	23	41	39	\$\$\$\$	27
Film, Television, Radio and Stage Directors (P)	15.0	5.9	64.0	Average	15	26	35	\$\$\$\$	40
Journalists and Other Writers (P)	23.0	0.5	2.1	Average	31	49	41	\$\$\$\$	6
Public Relations Professionals (P)	26.4	4.3	19.5	Below Average	28	73	36	\$\$\$	26
Signwriters (TT)	5.4	-0.2	-2.8	Below Average	20	15	35	\$\$	51
Visual Merchandisers (SW)	7.9	1.8	30.3	Average	50	87	38	-	22
Agriculture, Animal and Horticulture									
Agricultural and Forestry Scientists (P)	9.4	1.6	21.1	Average	9	24	42	\$\$\$\$	0
Agricultural Technicians (TT)	4.2	-	-	Below Average	6	36	43	-	0
Agricultural, Forestry and Horticultural Plant Operators (MO)	14.9	-1.3	-8.2	Average	17	7	39	\$\$	71
Animal Attendants and Trainers (TT)	18.3	4.8	35.9	Average	42	67	42	\$\$	30
Aquaculture Farmers (M)	4.1	-	-	Below Average	45	22	52	\$\$	-
Aquaculture Workers (L)	2.5	-	-	Below Average	20	23	32	\$	68



OCCUPATION MATRIX

	Employ't Nov 2016	5 year change to Nov 2016		Unemploy't Rate 2016	Working Part-time	Female	Median Age	Median Earnings	No Post-school Qual
Occupation	'000	'000	%		%	%	years		%
Auctioneers, and Stock and Station Agents (SW)	2.9	0.3	10.3	Below Average	5	13	44	-	-
Crop Farm Workers (L)	24.2	2.8	13.1	Above Average	39	27	35	\$	80
Crop Farmers (M)	36.9	-7.9	-17.6	Below Average	16	21	49	\$\$\$	54
Deck and Fishing Hands (L)	9.1	1.6	21.5	Above Average	10	8	44	\$\$\$\$\$	39
Forestry and Logging Workers (L)	1.4	-1.5	-52.4	Above Average	13	10	29	\$\$	15
Garden and Nursery Labourers (L)	36.7	1.0	2.7	Above Average	42	15	42	\$	58
Gardeners (TT)	68.8	4.6	7.1	Above Average	26	10	38	\$\$	35
Livestock Farm Workers (L)	27.5	-4.6	-14.5	Above Average	44	33	32	\$	60
Livestock Farmers (M)	62.8	-22.7	-26.5	Below Average	23	28	56	\$\$	42
Mixed Crop and Livestock Farm Workers (L)	3.9	0.3	9.2	Above Average	35	26	48	-	80
Mixed Crop and Livestock Farmers (M)	23.7	-5.8	-19.6	Below Average	22	28	55	\$	36
Nurserypersons (TT)	2.5	-1.3	-34.2	Below Average	17	31	38	\$	-
Primary Products Inspectors (TT)	3.0	-2.3	-43.1	Below Average	15	51	46	\$\$\$\$	28
Retail and Wool Buyers (SW)	6.4	0.9	16.4	Below Average	5	45	40	\$\$\$\$	0
Shearers (TT)	2.1	-1.1	-34.5	Above Average	4	-	30	\$\$	-
Veterinarians (P)	10.3	3.0	40.2	Below Average	22	66	37	\$\$\$	-
Veterinary Nurses (TT)	9.7	-1.2	-11.4	Below Average	31	98	28	\$\$	35
Arts and Entertainment									
Actors, Dancers and Other Entertainers (P)	6.4	-1.6	-20.0	Above Average	59	59	28	\$\$\$\$	19
Artistic Directors, Media Producers & Presenters (P)	12.9	1.9	17.5	Below Average	23	41	39	\$\$\$\$	27
Authors, and Book and Script Editors (P)	4.5	-3.1	-40.5	Below Average	46	69	54	\$\$\$	0
Fashion, Industrial and Jewellery Designers (P)	11.6	1.4	13.6	Below Average	21	58	37	\$\$	0
Film, Television, Radio and Stage Directors (P)	15.0	5.9	64.0	Average	15	26	35	\$\$\$\$	40
Gallery, Library and Museum Technicians (TT)	7.3	1.4	23.9	Below Average	51	90	54	\$\$\$	34
Graphic and Web Designers, and Illustrators (P)	53.6	3.5	6.9	Average	26	45	36	\$\$\$	13
Jewellers (TT)	4.5	-1.6	-26.1	Above Average	29	58	54	\$\$	0
Models and Sales Demonstrators (SW)	10.6	2.3	28.2	Above Average	71	71	42	\$	36
Music Professionals (P)	9.3	-1.5	-13.9	Above Average	57	43	36	-	15
Performing Arts Technicians (TT)	15.8	4.3	36.7	Above Average	46	30	31	\$\$\$	39
Photographers (P)	11.2	-0.7	-6.0	Above Average	47	53	41	-	32
Photographic Developers and Printers (MO)	2.2	0.1	4.3	Below Average	38	56	40	-	-
Visual Arts and Crafts Professionals (P)	7.1	0.8	12.3	Below Average	51	57	50	-	12
Automotive									
Automobile Drivers (MO)	47.1	3.5	8.0	Average	33	6	46	-	50
Automotive Electricians (TT)	6.7	-1.0	-13.1	Below Average	7	2	38	\$\$	0
Car Detailers (L)	18.8	1.5	8.8	Above Average	42	7	32	\$	64
Motor Mechanics (TT)	83.5	-7.0	-7.7	Below Average	5	0	34	\$\$	19
Motor Vehicle and Vehicle Parts Salespersons (SW)	37.0	5.0	15.6	Average	8	13	37	\$\$	47
Motor Vehicle Parts and Accessories Fitters (L)	12.4	-3.4	-21.5	Below Average	10	4	33	\$	30
Panelbeaters (TT)	16.6	0.5	3.4	Average	9	6	39	\$	41
Vehicle Body Builders and Trimmers (TT)	6.3	1.3	26.3	Below Average	17	5	43	\$\$	21
Vehicle Painters (TT)	8.8	-1.5	-14.6	Above Average	9	1	40	\$\$\$	0
Construction, Architecture and Design									
Architects and Landscape Architects (P)	28.0	5.5	24.6	Below Average	11	31	41	\$\$\$	0
Architectural, Building & Surveying Technicians (TT)	64.5	10.8	20.0	Below Average	11	11	42	\$\$\$\$	18
Bricklayers and Stonemasons (TT)	22.8	-9.3	-28.9	Above Average	11	0	37	\$\$\$	40
Building and Plumbing Labourers (L)	56.1	5.2	10.1	Above Average	17	2	32	\$\$	58
Cabinetmakers (TT)	27.1	1.1	4.2	Average	8	2	37	\$\$	27
Carpenters and Joiners (TT)	118.8	-5.0	-4.0	Average	7	1	33	\$\$	21
Civil Engineering Draftspersons and Technicians (TT)	16.8	-	-	Below Average	8	5	36	\$\$\$\$	16
Civil Engineering Professionals (P)	46.8	1.2	2.5	Below Average	8	14	35	\$\$\$\$\$	7
Concreters (L)	36.2	-4.0	-9.9	Above Average	10	1	34	\$\$\$	41
Construction Managers (M)	92.9	16.3	21.4	Below Average	7	7	43	\$\$\$\$\$	15
Crane, Hoist and Lift Operators (MO)	14.3	0.9	7.1	Above Average	7	3	43	\$\$\$\$	54
Earthmoving Plant Operators (MO)	47.1	-4.0	-7.8	Below Average	8	2	44	\$\$\$\$	60
Electricians (TT)	144.7	7.4	5.4	Average	6	1	34	\$\$\$\$	18
Fencers (L)	8.1	-6.6	-45.1	Below Average	23	3	41	\$	52
Floor Finishers (TT)	9.9	-0.7	-6.6	Average	14	3	42	\$	84
Glaziers (TT)	11.9	1.8	17.6	Average	0	1	42	\$\$\$	30



OCCUPATION MATRIX

	Employ't Nov 2016	5 year change to Nov 2016		Unemploy't Rate 2016	Working Part-time	Female	Median Age	Median Earnings	No Post-school Qual
Occupation	'000	'000	%		%	%	years		%
Handypersons (L)	42.3	-0.5	-1.3	Average	36	5	52	\$	49
Insulation and Home Improvement Installers (L)	28.0	10.5	59.8	Below Average	14	3	40	\$\$\$\$	57
Interior Designers (P)	10.6	-1.5	-12.4	Average	21	71	42	\$\$	0
Land Economists and Valuers (P)	10.5	0.4	3.9	Below Average	22	19	43	\$\$\$\$\$	17
Other Building and Engineering Technicians (TT)	23.8	0.2	0.8	Average	4	12	43	\$\$\$\$\$	23
Painting Trades Workers (TT)	47.9	3.0	6.8	Above Average	16	4	40	\$\$	43
Paving and Surfacing Labourers (L)	9.3	-0.1	-0.9	Above Average	0	3	40	\$\$\$	56
Plasterers (TT)	34.9	1.2	3.5	Average	14	1	35	\$\$	44
Plumbers (TT)	84.7	5.3	6.6	Below Average	11	1	31	\$\$\$	28
Roof Tilers (TT)	10.0	-1.3	-11.1	Average	13	-	32	\$	-
Safety Inspectors (TT)	2.5	-1.6	-39.6	Average	16	26	46	\$\$\$\$\$	0
Structural Steel Construction Workers (L)	20.7	-3.8	-15.5	Above Average	9	0	37	\$\$\$\$	27
Surveyors and Spatial Scientists (P)	11.6	-0.9	-7.1	Below Average	15	16	40	\$\$\$\$	7
Urban and Regional Planners (P)	14.3	4.8	49.9	Below Average	10	51	34	\$\$\$\$	0
Wall and Floor Tilers (TT)	24.6	6.7	37.8	Above Average	14	1	41	\$\$	34
Education and Training									
Driving Instructors (CP)	6.2	1.5	32.2	Below Average	45	15	51	-	0
Early Childhood (Pre-primary School) Teachers (P)	42.8	-	-	Below Average	45	98	39	\$\$	0
Education Advisers and Reviewers (P)	15.3	3.8	33.1	Below Average	32	75	46	\$\$\$\$	8
Education Aides (CP)	96.3	17.1	21.6	Average	73	88	46	\$	30
Librarians (P)	11.8	-0.8	-6.3	Below Average	31	82	49	\$\$\$\$	0
Library Assistants (CA)	6.8	-0.9	-12.0	Average	71	80	52	\$\$\$\$	30
Middle School Teachers (P)	0.7	-0.4	-36.9	Below Average	11	65	40	\$\$\$\$	0
Primary School Teachers (P)	150.9	13.3	9.7	Below Average	33	86	40	\$\$\$	0
Private Tutors and Teachers (P)	40.3	8.0	24.9	Average	81	75	35	\$\$\$	40
School Principals (M)	20.1	-1.8	-8.1	Below Average	4	61	54	\$\$\$\$\$	0
Secondary School Teachers (P)	131.8	12.5	10.5	Below Average	20	62	43	\$\$\$\$	0
Special Education Teachers (P)	23.2	4.0	20.5	Average	40	88	46	\$\$\$\$	0
Teachers of English to Speakers of Other Languages (P)	4.2	-1.9	-30.4	Below Average	62	78	52	-	0
Training and Development Professionals (P)	21.5	-10.2	-32.1	Above Average	32	66	41	\$\$\$\$	18
University Lecturers and Tutors (P)	50.9	3.3	6.9	Average	31	48	47	\$\$\$\$\$	3
Vocational Education Teachers (P)	27.8	-8.4	-23.3	Average	31	46	50	\$\$\$\$	6
Electrical and Electronics									
Airconditioning and Refrigeration Mechanics (TT)	29.5	7.8	36.2	Below Average	7	0	32	\$\$\$\$	37
Electrical Distribution Trades Workers (TT)	8.4	0.1	0.6	Average	0	-	43	\$\$\$\$	19
Electrical Engineering Draftspersons, Technicians (TT)	7.8	-0.4	-4.5	Average	12	1	44	\$\$\$\$	0
Electrical Engineers (P)	19.0	0.2	1.1	Below Average	5	5	40	\$\$\$\$\$	0
Electricians (TT)	144.7	7.4	5.4	Average	6	1	34	\$\$\$\$	18
Electronic Engineering Draftspersons, Technicians (TT)	5.5	0.5	10.1	Below Average	14	5	39	\$\$	-
Electronics Engineers (P)	6.4	-1.7	-20.6	Below Average	11	2	46	-	0
Electronics Trades Workers (TT)	29.6	-4.1	-12.2	Average	18	4	40	\$\$\$	26
Telecommunications Technical Specialists (TT)	6.1	-0.8	-11.8	Below Average	0	9	38	\$\$\$\$	0
Telecommunications Trades Workers (TT)	22.5	5.7	34.0	Average	10	4	39	\$\$\$\$	40
Engineers and Engineering Trades									
Aircraft Maintenance Engineers (TT)	9.7	-3.4	-25.8	Below Average	0	2	44	\$\$\$\$	-
Chemical and Materials Engineers (P)	5.0	-1.4	-21.3	Below Average	12	25	45	\$\$\$\$\$	0
Civil Engineering Draftspersons and Technicians (TT)	16.8	-	-	Below Average	8	5	36	\$\$\$\$	16
Civil Engineering Professionals (P)	46.8	1.2	2.5	Below Average	8	14	35	\$\$\$\$\$	7
Electrical Engineering Draftspersons, Technicians (TT)	7.8	-0.4	-4.5	Average	12	1	44	\$\$\$\$	0
Electrical Engineers (P)	19.0	0.2	1.1	Below Average	5	5	40	\$\$\$\$\$	0
Electronic Engineering Draftspersons, Technicians (TT)	5.5	0.5	10.1	Below Average	14	5	39	\$\$	-
Electronics Engineers (P)	6.4	-1.7	-20.6	Below Average	11	2	46	-	0
Engineering Managers (M)	19.1	4.4	29.5	Average	5	7	44	\$\$\$\$\$	11
Engineering Production Workers (MO)	18.6	-7.6	-29.0	Above Average	4	8	42	\$\$\$	57
Industrial, Mechanical and Production Engineers (P)	34.3	3.8	12.4	Average	4	5	35	\$\$\$\$\$	9
Mechanical Engineering Draftspersons, Technicians (TT)	5.1	0.5	10.4	Below Average	10	-	43	\$\$\$\$\$	-
Metal Casting, Forging and Finishing Trades Workers (TT)	1.5	-0.9	-37.7	Below Average	24	17	58	-	-
Metal Engineering Process Workers (L)	9.0	-6.9	-43.6	Above Average	8	3	41	\$	82
Metal Fitters and Machinists (TT)	99.0	-14.2	-12.5	Average	4	1	37	\$\$\$	8



OCCUPATION MATRIX

	Employ't Nov 2016	5 year change to Nov 2016		Unemploy't Rate 2016	Working Part-time	Female	Median Age	Median Earnings	No Post-school Qual
Occupation	'000	'000	%		%	%	years		%
Mining Engineers (P)	11.0	2.0	22.9	Below Average	6	16	39	\$\$\$\$\$	8
Other Engineering Professionals (P)	8.3	0.2	1.9	Below Average	8	22	38	\$\$\$\$\$	0
Precision Metal Trades Workers (TT)	6.4	-0.7	-9.9	Average	17	6	44	\$\$	22
Sheetmetal Trades Workers (TT)	7.3	-2.2	-23.4	Average	1	-	44	\$\$\$	-
Structural Steel and Welding Trades Workers (TT)	74.0	-3.0	-3.9	Above Average	6	0	37	\$\$\$	26
Telecommunications Engineering Professionals (P)	11.1	2.5	28.6	Below Average	6	18	38	\$\$\$\$	0
Toolmakers and Engineering Patternmakers (TT)	3.6	0.8	28.7	Below Average	16	3	47	\$\$\$	-
Executive and General Management									
Chief Executives and Managing Directors (M)	56.8	-7.9	-12.2	Below Average	13	22	50	\$\$\$\$\$	11
General Managers (M)	48.0	-3.5	-6.8	Below Average	9	28	48	\$\$\$\$\$	22
Policy and Planning Managers (M)	22.5	-4.7	-17.4	Below Average	12	54	44	\$\$\$\$\$	8
Research and Development Managers (M)	13.1	4.8	57.8	Below Average	9	39	43	\$\$\$\$\$	11
Government, Defence and Protective Services									
Commissioned Officers (Management) (M)	2.6	0.7	38.6	Below Average	2	20	55	\$\$\$\$	0
Fire and Emergency Workers (CP)	16.7	1.0	6.0	Below Average	2	9	44	\$\$\$\$	12
Inspectors and Regulatory Officers (CA)	32.9	-2.8	-7.7	Below Average	20	45	47	\$\$\$\$	23
Intelligence and Policy Analysts (P)	25.8	-0.2	-0.8	Below Average	27	70	39	\$\$\$\$\$	10
Police (CP)	67.4	17.0	33.8	Below Average	6	21	38	\$\$\$\$	17
Prison Officers (CP)	17.0	2.0	13.0	Below Average	5	21	47	\$\$\$\$	19
Security Officers and Guards (CP)	50.1	-4.2	-7.8	Above Average	30	15	40	\$\$\$	40
Health and Community Services									
Aged and Disabled Carers (CP)	161.6	43.5	36.8	Below Average	63	80	47	\$	16
Ambulance Officers and Paramedics (CP)	17.0	1.6	10.4	Below Average	16	37	43	\$\$\$\$\$	0
Anaesthetists (P)	3.5	1.4	65.4	Below Average	13	29	41	\$\$\$\$\$	0
Child Care Centre Managers (M)	14.8	2.8	23.1	Below Average	24	85	42	\$\$\$	13
Child Carers (CP)	140.0	31.4	29.0	Average	54	95	32	\$	23
Chiropractors and Osteopaths (P)	7.8	-	-	Below Average	36	44	38	-	0
Complementary Health Therapists (P)	7.1	-0.4	-6.0	Below Average	47	71	48	-	0
Counsellors (P)	19.8	4.5	29.0	Below Average	46	79	46	\$\$\$	13
Dental Assistants (CP)	28.1	7.2	34.3	Average	42	98	27	\$	46
Dental Hygienists, Technicians and Therapists (CP)	7.3	1.0	15.1	Below Average	41	47	45	-	0
Dental Practitioners (P)	13.5	-0.8	-5.7	Below Average	25	45	44	\$\$\$\$\$	0
Dietitians (P)	6.1	1.3	26.2	Below Average	47	91	31	\$\$\$	0
Diversional Therapists (CP)	4.1	0.0	-0.9	Above Average	43	92	53	\$\$	0
Enrolled and Mothercraft Nurses (CP)	21.4	-4.7	-18.1	Average	53	89	44	\$\$\$	0
Generalist Medical Practitioners (P)	62.6	13.2	26.7	Below Average	22	50	42	\$\$\$\$\$	0
Health and Welfare Services Managers (M)	24.1	4.2	21.0	Below Average	15	67	48	\$\$\$\$\$	0
Indigenous Health Workers (CP)	0.8	0.1	14.0	Below Average	25	71	50	-	-
Massage Therapists (CP)	16.6	3.2	23.8	Average	70	68	42	\$\$\$	10
Medical Imaging Professionals (P)	17.6	-0.4	-2.2	Below Average	30	72	36	\$\$\$\$\$	0
Medical Laboratory Scientists (P)	21.1	1.6	8.0	Below Average	28	67	39	\$\$\$\$	0
Medical Technicians (TT)	32.9	6.0	22.2	Below Average	39	81	37	\$	25
Midwives (P)	18.1	2.1	13.2	Below Average	52	100	45	\$\$\$\$	0
Ministers of Religion (P)	19.0	6.3	49.2	Average	31	34	51	\$	7
Nurse Educators and Researchers (P)	7.9	1.3	19.3	Below Average	39	91	46	\$\$\$\$\$	0
Nurse Managers (P)	15.3	2.0	14.9	Below Average	26	84	49	\$\$\$\$\$	0
Nursing Support and Personal Care Workers (CP)	89.5	4.9	5.8	Below Average	58	76	45	\$	30
Occupational & Environmental Health Professionals (P)	20.8	-6.3	-23.1	Above Average	21	39	46	\$\$\$\$\$	16
Occupational Therapists (P)	11.7	0.6	5.7	Below Average	38	95	35	\$\$\$	0
Optometrists and Orthoptists (P)	5.6	0.5	10.4	Below Average	39	47	41	\$\$\$\$\$	0
Other Health Diagnostic and Promotion Professionals (P)	5.9	-1.1	-15.3	Above Average	37	77	42	\$\$\$	19
Other Medical Practitioners (P)	14.8	3.3	28.7	Below Average	18	51	40	\$\$\$\$\$	0
Personal Care Consultants (CP)	8.9	3.6	66.7	Below Average	74	93	42	-	17
Pharmacists (P)	30.2	8.1	36.8	Below Average	30	60	34	\$\$\$	0
Pharmacy Sales Assistants (SW)	37.3	3.8	11.5	Below Average	71	90	25	\$	53
Physiotherapists (P)	20.9	5.9	38.9	Below Average	33	67	36	\$\$\$	0
Podiatrists (P)	3.8	-0.5	-11.6	Below Average	19	28	36	-	0
Practice Managers (CA)	20.5	3.3	18.8	Below Average	38	88	49	\$\$\$	17
Psychiatrists (P)	2.4	-0.4	-15.2	Below Average	46	56	57	\$\$\$\$\$	0



OCCUPATION MATRIX

	Employ't Nov 2016	5 year change to Nov 2016	Unemploy't Rate 2016	Working Part-time	Female	Median Age	Median Earnings	No Post-school Qual	
Occupation	'000	'000	%	%	%	years		%	
Psychologists (P)	30.2	8.2	37.5	Below Average	37	79	41	\$\$\$\$\$	0
Registered Nurses (P)	253.8	37.5	17.3	Below Average	44	87	43	\$\$\$\$	0
Social Professionals (P)	10.6	0.5	4.7	Above Average	65	60	46	\$\$\$	9
Social Workers (P)	27.6	6.8	33.0	Average	31	89	41	\$\$\$\$	4
Special Care Workers (CP)	4.2	-	-	Below Average	62	80	32	-	11
Specialist Physicians (P)	5.6	-1.2	-17.9	Below Average	20	40	42	\$\$\$\$\$	0
Speech Professionals and Audiologists (P)	9.5	2.3	32.6	Below Average	39	90	38	\$\$\$\$	0
Surgeons (P)	7.3	1.7	30.2	Below Average	17	19	44	\$\$\$\$\$	0
Welfare Support Workers (CP)	57.2	6.0	11.7	Average	36	73	43	\$\$	16
Welfare, Recreation and Community Arts Workers (P)	26.0	-0.7	-2.6	Below Average	34	72	40	\$\$\$	6
Hospitality, Food Services and Tourism									
Bakers and Pastrycooks (TT)	20.8	-8.9	-30.1	Above Average	20	36	35	\$	34
Bar Attendants and Baristas (CP)	96.3	9.1	10.4	Above Average	66	58	23	\$	58
Butchers and Smallgoods Makers (TT)	13.6	-9.5	-41.2	Above Average	16	5	36	\$\$	40
Cafe and Restaurant Managers (M)	68.9	7.4	12.1	Below Average	22	54	41	\$	46
Cafe Workers (CP)	29.2	11.4	63.8	Above Average	79	79	24	\$	67
Caravan Park and Camping Ground Managers (M)	2.9	-0.7	-19.6	Average	8	50	56	-	16
Chefs (TT)	87.0	13.3	18.0	Average	21	25	33	\$\$	23
Conference and Event Organisers (M)	28.7	2.5	9.4	Below Average	24	76	35	\$\$\$	33
Cooks (TT)	38.6	0.9	2.4	Above Average	50	57	35	\$	53
Fast Food Cooks (L)	41.4	10.4	33.4	Above Average	83	29	18	\$	85
Food Trades Assistants (L)	4.2	-2.5	-37.6	Above Average	68	64	24	\$	-
Gallery, Museum and Tour Guides (CP)	7.9	0.8	10.8	Above Average	55	46	53	\$	38
Gaming Workers (CP)	8.5	-	-	Below Average	27	29	37	\$\$\$	50
Hotel and Motel Managers (M)	23.5	1.8	8.5	Average	12	38	46	\$\$	34
Hotel Service Managers (CP)	7.4	1.5	25.0	Above Average	26	64	30	\$\$	36
Housekeepers (L)	33.1	5.4	19.7	Above Average	76	89	42	\$	55
Kitchenhands (L)	133.9	18.0	15.5	Above Average	81	50	24	\$	66
Licensed Club Managers (M)	3.6	-4.8	-57.2	Above Average	20	56	40	\$\$\$\$	33
Outdoor Adventure Guides (CP)	4.0	1.3	48.2	Average	44	30	37	\$	-
Tourism and Travel Advisers (CP)	25.8	1.6	6.5	Average	23	73	36	\$\$	42
Travel Attendants (CP)	9.2	-1.8	-16.5	Average	39	76	35	\$\$\$	48
Waiters (CP)	121.4	9.8	8.8	Above Average	82	78	21	\$	69
Information and Communication Technology (ICT)									
Computer Network Professionals (P)	22.6	-4.5	-16.7	Average	7	15	41	\$\$\$\$\$	6
Database and Systems Administrators, and ICT Security Specialists (P)	38.6	1.0	2.8	Below Average	9	21	40	\$\$\$\$\$	19
Graphic and Web Designers, and Illustrators (P)	53.6	3.5	6.9	Average	26	45	36	\$\$\$	13
ICT Business and Systems Analysts (P)	25.6	-4.2	-14.1	Average	8	25	42	\$\$\$\$\$	11
ICT Managers (M)	58.4	13.9	31.3	Average	5	21	42	\$\$\$\$\$	16
ICT Sales Assistants (SW)	17.1	-2.0	-10.7	Above Average	24	38	30	\$\$	36
ICT Sales Professionals (P)	14.3	0.7	5.4	Average	7	26	38	\$\$\$\$\$	13
ICT Support and Test Engineers (P)	7.2	2.3	46.0	Below Average	4	15	39	\$\$\$\$\$	15
ICT Support Technicians (TT)	56.4	2.8	5.2	Average	16	21	36	\$\$\$	25
ICT Trainers (P)	2.5	-2.5	-50.4	Average	34	35	43	-	0
Multimedia Specialists and Web Developers (P)	13.6	-	-	Below Average	19	17	34	-	17
Software and Applications Programmers (P)	97.8	9.3	10.5	Average	9	19	37	\$\$\$\$\$	10
Telecommunications Technical Specialists (TT)	6.1	-0.8	-11.8	Below Average	0	9	38	\$\$\$\$	0
Telecommunications Trades Workers (TT)	22.5	5.7	34.0	Average	10	4	39	\$\$\$\$	40
Legal and Insurance									
Actuaries, Mathematicians and Statisticians (P)	8.8	2.1	30.6	Above Average	25	33	38	\$\$\$	-
Barristers (P)	5.7	-1.6	-22.2	Below Average	8	40	42	\$\$\$	0
Conveyancers and Legal Executives (CA)	11.2	1.4	13.9	Below Average	34	84	30	\$\$\$	38
Court and Legal Clerks (CA)	13.3	1.2	10.3	Average	43	73	34	\$	36
Insurance Agents (SW)	7.6	-3.0	-28.0	Average	14	39	36	-	22
Insurance Investigators, Loss Adjusters and Risk Surveyors (CA)	4.9	0.6	14.7	Below Average	9	38	43	\$\$	21
Insurance, Money Market and Statistical Clerks (CA)	33.5	1.9	6.0	Below Average	20	69	37	\$\$	33
Solicitors (P)	64.7	10.6	19.6	Below Average	19	50	40	\$\$\$\$\$	0



OCCUPATION MATRIX

	Employ't Nov 2016	5 year change to Nov 2016		Unemploy't Rate 2016	Working Part-time	Female	Median Age	Median Earnings	No Post-school Qual
Occupation	'000	'000	%		%	%	years		%
Manufacturing									
Boat Builders and Shipwrights (TT)	4.5	-0.8	-15.7	Below Average	5	-	35	\$	47
Canvas and Leather Goods Makers (TT)	1.5	-0.6	-26.7	Below Average	38	24	54	\$	-
Clay, Concrete, Glass & Stone Processing Machine Operators (MO)	2.2	-1.0	-30.6	Above Average	5	-	36	\$	-
Clothing Trades Workers (TT)	6.4	-3.3	-34.0	Average	51	77	52	\$\$\$	41
Engineering Production Workers (MO)	18.6	-7.6	-29.0	Above Average	4	8	42	\$\$\$	57
Food and Drink Factory Workers (L)	24.5	-3.3	-11.8	Above Average	15	26	42	\$\$	67
Graphic Pre-press Trades Workers (TT)	3.6	0.3	8.0	Below Average	47	38	45	-	-
Industrial Spraypainters (MO)	4.5	-3.1	-40.8	Above Average	8	-	38	\$\$	-
Manufacturers (M)	21.7	-0.3	-1.3	Average	17	18	46	\$\$	43
Meat Boners and Slicers, and Slaughterers (L)	11.1	1.1	11.5	Above Average	15	8	33	\$\$\$	33
Meat, Poultry and Seafood Process Workers (L)	22.9	7.0	44.3	Above Average	15	25	36	\$	72
Metal Engineering Process Workers (L)	9.0	-6.9	-43.6	Above Average	8	3	41	\$	82
Packers (L)	63.1	3.1	5.2	Above Average	39	54	39	\$	66
Paper and Wood Processing Machine Operators (MO)	6.3	0.9	15.6	Average	11	10	48	\$\$	50
Plastics and Rubber Factory Workers (L)	2.1	-0.6	-21.9	Above Average	28	19	40	\$	-
Plastics and Rubber Production Machine Operators (MO)	9.3	-3.4	-27.0	Above Average	5	8	45	\$\$	63
Print Finishers and Screen Printers (TT)	4.6	0.5	12.3	Above Average	18	28	49	-	-
Printers (TT)	13.7	0.7	5.0	Below Average	9	17	45	\$	18
Printing Assistants and Table Workers (L)	1.2	-	-	Above Average	27	48	42	-	-
Product Assemblers (L)	24.1	-6.2	-20.5	Above Average	13	18	43	\$\$	59
Product Quality Controllers (L)	10.6	-1.5	-12.7	Above Average	18	43	45	\$\$\$	37
Production Managers (M)	63.3	9.5	17.6	Below Average	5	18	45	\$\$\$\$	29
Sewing Machinists (MO)	6.2	-5.3	-46.2	Average	50	86	51	\$	67
Textile & Footwear Production Machine Operators (MO)	0.4	-	-	Above Average	10	32	59	\$\$\$	-
Timber and Wood Process Workers (L)	3.1	-4.7	-60.4	Above Average	19	15	35	\$	-
Upholsterers (TT)	4.9	-	-	Below Average	22	12	43	\$	-
Wood Machinists and Other Wood Trades Workers (TT)	4.4	-2.3	-34.1	Below Average	20	24	46	\$	-
Mining and Energy									
Chemical, Gas, Petroleum and Power Generation Plant Operators (TT)	8.6	-2.0	-18.8	Above Average	1	2	47	\$\$\$\$\$	38
Drillers, Miners and Shot Firers (MO)	57.6	3.1	5.7	Average	2	6	40	\$\$\$\$\$	55
Geologists and Geophysicists (P)	10.3	-0.8	-6.8	Above Average	12	24	44	\$\$\$\$\$	0
Mining Engineers (P)	11.0	2.0	22.9	Below Average	6	16	39	\$\$\$\$\$	8
Personal Services									
Beauty Therapists (CP)	36.4	12.4	51.5	Average	50	99	32	\$	8
Car Detailers (L)	18.8	1.5	8.8	Above Average	42	7	32	\$	64
Caretakers (L)	7.9	3.1	64.2	Below Average	42	17	56	\$\$	80
Commercial Cleaners (L)	146.6	-10.9	-6.9	Above Average	62	56	47	\$	58
Domestic Cleaners (L)	32.9	3.0	10.0	Average	83	77	46	-	59
Fitness Instructors (CP)	30.5	6.9	29.2	Average	64	59	37	\$\$	17
Funeral Workers (CP)	5.6	1.9	50.7	Average	37	70	52	-	-
Gardeners (TT)	68.8	4.6	7.1	Above Average	26	10	38	\$\$	35
Hairdressers (TT)	63.2	8.9	16.4	Average	45	86	33	\$	16
Handypersons (L)	42.3	-0.5	-1.3	Average	36	5	52	\$	49
Housekeepers (L)	33.1	5.4	19.7	Above Average	76	89	42	\$	55
Laundry Workers (L)	16.3	1.4	9.1	Above Average	52	79	49	\$	78
Massage Therapists (CP)	16.6	3.2	23.8	Average	70	68	42	\$\$\$	10
Personal Care Consultants (CP)	8.9	3.6	66.7	Below Average	74	93	42	-	17
Sales, Retail, Wholesale and Real Estate									
Advertising, Public Relations and Sales Managers (M)	139.3	7.8	5.9	Below Average	10	38	41	\$\$\$\$\$	22
Auctioneers, and Stock and Station Agents (SW)	2.9	0.3	10.3	Below Average	5	13	44	-	-
Butchers and Smallgoods Makers (TT)	13.6	-9.5	-41.2	Above Average	16	5	36	\$\$	40
Call or Contact Centre and Customer Service Managers (M)	37.7	-0.5	-1.2	Below Average	8	46	39	\$\$\$	29
Checkout Operators and Office Cashiers (SW)	134.8	-3.3	-2.4	Average	84	72	21	\$	72
Florists (TT)	7.6	1.3	21.2	Average	42	91	45	\$	46
ICT Sales Assistants (SW)	17.1	-2.0	-10.7	Above Average	24	38	30	\$\$	36
Importers, Exporters and Wholesalers (M)	20.9	-1.9	-8.3	Below Average	19	25	49	\$\$\$	37
Jewellers (TT)	4.5	-1.6	-26.1	Above Average	29	58	54	\$\$	0



OCCUPATION MATRIX

	Employ't Nov 2016	5 year change to Nov 2016		Unemploy't Rate 2016	Working Part-time	Female	Median Age	Median Earnings	No Post-school Qual
Occupation	'000	'000	%		%	%	years		%
Land Economists and Valuers (P)	10.5	0.4	3.9	Below Average	22	19	43	\$\$\$\$\$	17
Models and Sales Demonstrators (SW)	10.6	2.3	28.2	Above Average	71	71	42	\$	36
Motor Vehicle and Vehicle Parts Salespersons (SW)	37.0	5.0	15.6	Average	8	13	37	\$\$	47
Pharmacy Sales Assistants (SW)	37.3	3.8	11.5	Below Average	71	90	25	\$	53
Photographic Developers and Printers (MO)	2.2	0.1	4.3	Below Average	38	56	40	-	-
Real Estate Sales Agents (SW)	91.9	13.6	17.3	Below Average	21	49	41	\$\$\$	25
Retail and Wool Buyers (SW)	6.4	0.9	16.4	Below Average	5	45	40	\$\$\$\$	0
Retail Managers (M)	221.5	-12.9	-5.5	Average	17	47	42	\$\$	43
Retail Supervisors (SW)	39.3	6.8	20.8	Average	27	56	32	\$	40
Sales Assistants (General) (SW)	503.4	17.8	3.7	Above Average	73	67	23	\$	65
Sales Representatives (SW)	92.8	-9.2	-9.1	Average	16	37	42	\$\$\$	37
Service Station Attendants (SW)	10.9	1.7	18.0	Below Average	60	44	28	-	56
Shelf Fillers (L)	57.3	1.5	2.7	Average	73	38	26	\$	57
Storepersons (MO)	129.7	11.9	10.1	Above Average	26	20	38	\$	55
Street Vendors and Related Salespersons (SW)	7.8	-2.8	-26.7	Above Average	36	60	40	-	-
Technical Sales Representatives (P)	30.5	-5.3	-14.9	Average	6	25	44	\$\$\$\$	26
Telemarketers (SW)	4.9	-8.0	-61.8	Above Average	46	73	37	\$\$\$	21
Ticket Salespersons (SW)	17.6	-1.0	-5.1	Above Average	48	74	36	\$\$\$	44
Vending Machine Attendants (L)	3.4	-2.1	-37.7	Above Average	57	64	39	\$	34
Visual Merchandisers (SW)	7.9	1.8	30.3	Average	50	87	38	-	22
Science									
Agricultural and Forestry Scientists (P)	9.4	1.6	21.1	Average	9	24	42	\$\$\$\$	0
Chemists, and Food and Wine Scientists (P)	9.2	-0.6	-6.5	Below Average	17	41	40	\$\$\$\$\$	11
Environmental Scientists (P)	22.8	-1.6	-6.5	Below Average	21	42	41	\$\$\$\$	7
Geologists and Geophysicists (P)	10.3	-0.8	-6.8	Above Average	12	24	44	\$\$\$\$\$	0
Life Scientists (P)	7.5	-0.4	-5.0	Average	23	62	36	\$\$\$\$	0
Medical Laboratory Scientists (P)	21.1	1.6	8.0	Below Average	28	67	39	\$\$\$\$	0
Other Natural and Physical Science Professionals (P)	11.6	2.1	22.6	Below Average	18	37	37	\$\$\$\$\$	-
Science Technicians (TT)	12.8	-5.4	-29.6	Above Average	23	45	38	\$\$	0
Surveyors and Spatial Scientists (P)	11.6	-0.9	-7.1	Below Average	15	16	40	\$\$\$\$	7
Sport and Recreation									
Amusement, Fitness and Sports Centre Managers (M)	14.6	-	-	Below Average	20	44	37	\$\$	10
Betting Clerks (CA)	2.4	-0.6	-18.8	Above Average	81	94	59	-	-
Fitness Instructors (CP)	30.5	6.9	29.2	Average	64	59	37	\$\$	17
Greenkeepers (TT)	16.6	1.4	9.1	Below Average	22	5	46	\$	55
Outdoor Adventure Guides (CP)	4.0	1.3	48.2	Average	44	30	37	\$	-
Sports Coaches, Instructors and Officials (CP)	40.0	1.5	3.9	Average	77	49	22	\$	44
Sportspersons (CP)	9.7	-1.5	-13.8	Average	45	22	23	\$\$\$\$\$	62
Transport and Logistics									
Air Transport Professionals (P)	14.4	0.3	2.4	Below Average	22	13	44	\$\$\$\$\$	30
Automobile Drivers (MO)	47.1	3.5	8.0	Average	33	6	46	-	50
Bus and Coach Drivers (MO)	39.9	1.0	2.5	Below Average	43	14	57	\$\$\$	50
Couriers and Postal Deliverers (CA)	41.7	-3.0	-6.6	Average	26	14	49	\$\$	58
Delivery Drivers (MO)	50.7	3.5	7.5	Above Average	38	10	39	\$	54
Driving Instructors (CP)	6.2	1.5	32.2	Below Average	45	15	51	-	0
Forklift Drivers (MO)	56.1	-3.2	-5.5	Above Average	8	4	41	\$\$	71
Freight and Furniture Handlers (L)	15.4	2.0	15.1	Above Average	36	5	41	\$\$\$	72
Marine Transport Professionals (P)	9.0	-0.5	-5.1	Above Average	10	1	45	\$\$\$\$\$	18
Purchasing and Supply Logistics Clerks (CA)	85.0	-3.1	-3.5	Average	16	41	39	\$\$\$	47
Railway Track Workers (L)	5.4	0.1	2.8	Average	6	8	38	\$\$\$	-
Recycling and Rubbish Collectors (L)	2.7	-0.5	-15.9	Below Average	28	20	53	-	-
Supply and Distribution Managers (M)	44.2	11.9	36.9	Below Average	4	17	43	\$\$\$\$	28
Train and Tram Drivers (MO)	12.4	0.8	6.6	Average	9	12	49	\$\$\$\$\$	18
Transport and Despatch Clerks (CA)	43.7	8.1	22.7	Below Average	9	34	42	\$\$	44
Transport Services Managers (M)	18.7	2.4	15.1	Below Average	9	16	46	\$\$\$\$	58
Truck Drivers (MO)	190.3	18.7	10.9	Average	9	4	47	\$\$\$	60



USEFUL WEBSITES AND LINKS

EMPLOYMENT, EDUCATION AND TRAINING SERVICES

There is a wide range of Government assistance available to help you find the right job, gain skills through tertiary education and training, get workplace experience and understand your rights at work. The information below is summary in nature and cannot fully explain the large number of available policies and programs, but more information is available on the Department of 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 useful links are provided below.

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

jobactive jobactive.gov.au

jobactive is the Australian Government's free service that connects job seekers with employers and is delivered by a network of jobactive providers across Australia.

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

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

- help to look for work, write a résumé and prepare for interviews
- referrals to jobs in the local area and help to relocate for work
- help to become job ready, including targeted training
- individualised support (called case management) to take up and keep a job.

jobactive can also help by connecting you to a range of government initiatives for which you may be eligible, to help with

- self-employment
- work experience
- moving to take up an ongoing job
- wage subsidies to maximise your employment opportunities.

Job Jumpstart jobjumpstart.employment.gov.au

A new Department of Employment site that provides articles and tools which help Australians explore careers and prepare for work.

Fair Work Ombudsman fairwork.gov.au

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

Fair Entitlements Guarantee employment.gov.au/feg

The Australian Government provides financial assistance to cover certain unpaid employment entitlements to eligible employees who lose their job due to the liquidation or bankruptcy of their employer. Phone **1300 135 040**.

Information about tertiary education and training

Australian Apprenticeships australianapprenticeships.gov.au

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

Australian Apprenticeships Pathways aapathways.com.au

Provides a range of Australian Apprenticeships information and resources.

AusAppPathways ausapp.com.au

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

Quality Indicators for Learning and Teaching qilt.edu.au

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

myskills myskills.gov.au

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

training.gov.au training.gov.au

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

National Centre for Vocational Education Research

ncver.edu.au

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

Labour market and careers resources

Job Outlook joboutlook.gov.au

This Department of Employment site provides more detailed statistical information for each of the occupations included in the Australian Jobs Matrix. It also has a careers quiz to help you identify what types of work you most like doing.

This site also provides data, sourced from the United States Occupational Information Network (O*Net) Bureau of Labour Statistics on skills, knowledge, abilities, interests, job environment, work values, activities and tasks for each best fit O*Net occupation.

Labour Market Information Portal lmip.gov.au

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

Labour Market Research and Analysis

employment.gov.au/skill-shortages

employment.gov.au/entry-level-labour-markets

employment.gov.au/presentations-and-reports-australia

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

myfuture myfuture.edu.au

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

DATA SOURCES

Australian Bureau of Statistics (ABS)

abs.gov.au

- *Labour Force, Australia*, January 2017
- *Labour Force, Australia*, Detailed, November 2016 and February 2017
- *Characteristics of Employment, Australia*, August 2015
- *Education and Work*, May 2016
- *Australian and New Zealand Standard Classification of Occupations*
- *Australian and New Zealand Standard Industrial Classification*

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

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

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

Employment data for Industry and Occupation groups are Department of Employment trend of ABS data (where available). Industry data are for November 2016 (but based on the February 2017 release). All other employment data (such as employment profile figures) are annual averages of original data.

For many small occupations and regions, 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, Greater Hobart, Darwin and the Australian Capital Territory.

Where trend data are used, totals will not necessarily add. Some data, such as regional employment figures and profile data, are only available as annual averages and there is often a discrepancy between these and the trend employment data which are available for national and state/territory employment. The Department has used best estimates to align these figures.

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

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 education other than pre-primary, primary or secondary education. The 'other' figure includes - Vocational Education and Training certificate I, II and not further defined; 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

- Internet Vacancy Index 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,
lmip.gov.au/default.aspx?LMIP/GainInsights/EmployersRecruitmentInsights

Quality Indicators for Learning and Teaching qilt.edu.au

- *2016 Graduate Outcomes Survey*

Graduate employment outcomes are a proportion of those who were available for full-time work four months after completing their degree.

National Centre for Vocational Education Research

ncver.edu.au

- *Apprentices and Trainees*, 2016 (June quarter)
- *Total VET Students and Courses*, 2015
- *Total VET Graduate Outcomes*, 2016
- *Government-funded Student Outcomes*
- *The changing nature of apprenticeships: 1996-2016*
- VOCSTATS

Vocational Education and Training graduate employment outcomes data are for all graduates six months after completing their training. Vocational Education and Training student enrolment data are for individuals who are enrolled in a subject or completed a program in 2015.

Some of the profile data relate to program enrolments (that is, study for a qualification course or skills set).

State Budget data

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



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