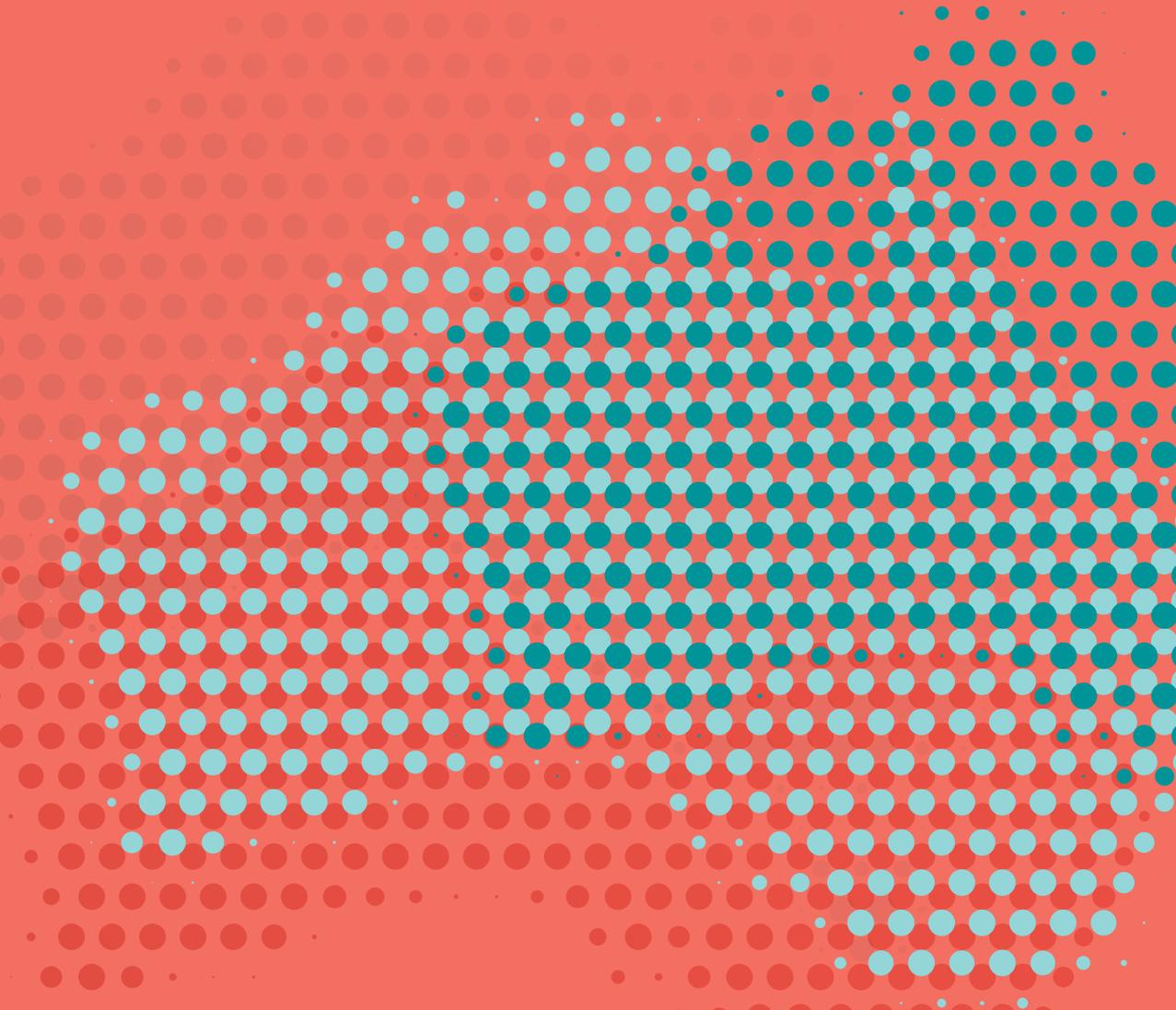




Australian Government

Department of Jobs and Small Business

A stylized map of Australia is formed by a grid of dots. The dots are in two colors: a light teal and a darker teal. The map is centered on the page and occupies a significant portion of the upper and middle sections.

AUSTRALIAN JOBS 2019

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INTRODUCTION

Welcome to the 2019 edition of Australian Jobs. This publication provides an overview of trends in the Australian labour market to support job seekers and providers, career advisers, those considering future training and work and people interested in labour market issues.

How to use Australian Jobs

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

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

It is important to remember that the labour market can change quickly. It isn't easy to forecast future labour market conditions and it isn't advisable to base employment and training decisions solely on predicted shortages. It is better to train in an area in which you have an interest and aptitude than to choose a career solely based on expectations about future conditions.

Employers often require staff who have relevant work experience, regardless of the skill level of the job. It can be hard to gain experience to develop and demonstrate employability skills, but the ideas provided on pages 39 to 43 of Australian Jobs can help.

For some occupations, starting your own business may be the best option. Advice on self-employment is provided on page 42.

More detailed information is available

The analysis in this publication provides an introduction to and overview of some of the factors which can be considered in understanding employment conditions and trends.

Links to websites that offer additional information are also provided, including

- Labour Market Information Portal (lmip.gov.au)
- Job Outlook (joboutlook.gov.au).

In addition, the Australian Jobs website (australianjobs.jobs.gov.au) provides some more detailed information.

There is a range of Government assistance available to help you get workplace experience, gain skills through education and training, and find the right job. More information about the assistance available is provided on page 51 and on the Department's website at jobs.gov.au.

Inquiries about Australian Jobs should be directed to australianjobs@jobs.gov.au

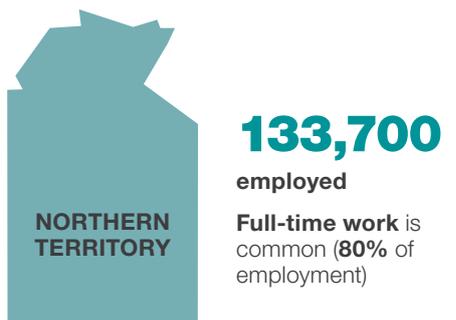
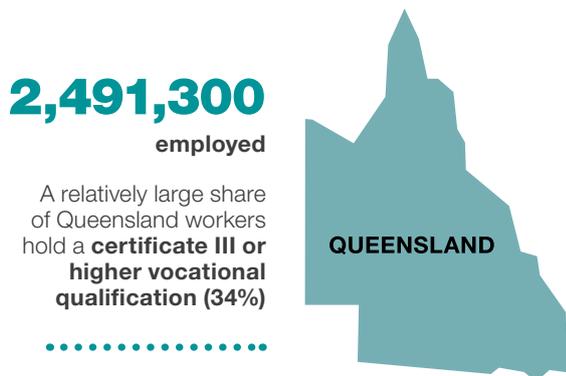
The contents of Australian Jobs 2019 are based on information available at the time of publication. Over time, the reliability of the data and analysis may diminish. The Commonwealth, its officers, employees and agents do not accept responsibility for any inaccuracies contained in the report or for any 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.



Australia's **largest employing** state



The **strongest employment growth** in Australia over the past five years



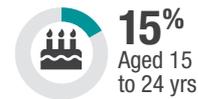
NATIONAL OVERVIEW

12,694,800

EMPLOYED AT NOVEMBER 2018

↑ **10.8%** SINCE NOV 2013

PROJECTED TO GROW BY 7.1% OVER THE FIVE YEARS TO MAY 2023



EDUCATIONAL ATTAINMENT



There are around 12.7 million people employed in Australia. More than two thirds work full-time, almost half are female and around 17% are self-employed. Young workers (aged 15 to 24 years) account for 15% of total employment. More than two thirds of Australian workers hold post-school qualifications.

Recent labour market developments (to January 2019)

Labour market conditions have been strong over the year, with the level of employment increasing by 271,300 (or 2.2%), well above the decade annual average rate of 1.7%. The increase in employment over the year was due, predominantly, to a rise in full-time employment, up by 236,100 (or 2.8%) to a record high of 8,743,100 in January 2019, while part-time employment increased by 35,200 (or 0.9%) to 4,008,700. Against the stronger backdrop, the unemployment rate declined from 5.5% in January 2018 to 5.0% in January 2019 (the equal lowest rate recorded since June 2011). The participation rate was steady over the year at 65.7%, the equal highest rate recorded since January 2011.

Despite the recent strength, some spare capacity remains evident in the labour market, with 1,093,800 underemployed workers (persons who are not fully employed and want, and are available for, more hours of work) in January 2019, equating to an underemployment rate of 8.1% in January 2019. Encouragingly, this is the lowest rate recorded since March 2015 and below the 8.8% recorded in January 2018. Long-term unemployment (LTU) fell by 11,800 (or 6.8%) over the year, to 161,000 in January 2019, but remains well above the trough recorded prior to the onset of the Global Financial Crisis (GFC) in September 2008.

Youth labour market

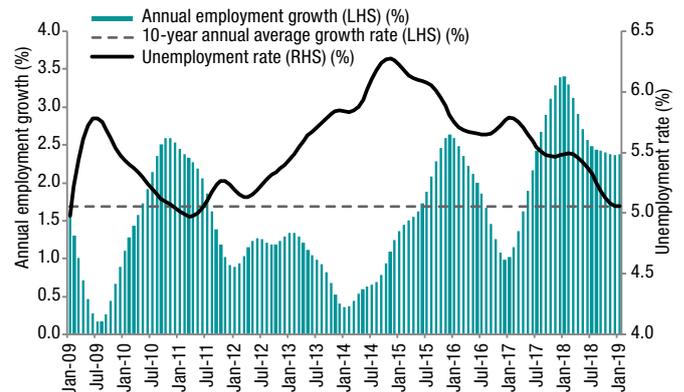
Labour market conditions for youth (persons aged 15 to 24 years) have improved over the last year, with the level of youth employment increasing solidly, by 39,600 (or 2.1%) to 1,934,300 in January 2019.

Against the stronger background, the youth unemployment rate has fallen by 0.8 percentage points over the year to 11.5% in January 2019, although it remains well above the 8.7% recorded in September 2008 and more than double the rate recorded for all persons.

The youth underemployment rate has also declined over the last year, from 18.5% in January 2018 to 17.3% in January 2019, but remains well above the 8.1% recorded for all persons.

Despite these improvements, many young people are continuing to encounter difficulty securing work and are facing longer spells of unemployment. Youth LTU has increased by 400 (or 1.0%) over the year to 45,500 in January 2019, and remains 29,600 (or 186.2%) above the level recorded in September 2008.

Annual employment growth and unemployment rate, Australia (%)



Employment by state and territory

States and Territories	Employment			Employment Profile				Workforce Educational Profile			Projected Employment
	Employ't Nov 2018	5 year change to Nov 2018		Part-time	Female	Aged 15 to 24 years	Aged 55 years or older	Bachelor degree or higher	Cert III or higher VET qual	No post-school qual	5 year change to May 2023
	'000	'000	%	%	%	%	%	%	%	%	%
New South Wales	4,054.6	475.9	13.3	31	47	15	19	36	29	31	7.7
Victoria	3,339.2	458.0	15.9	32	46	15	18	35	31	31	8.3
Queensland	2,491.3	178.2	7.7	31	48	16	19	25	34	36	7.0
South Australia	843.7	45.8	5.7	35	47	15	21	28	31	36	4.5
Western Australia	1,351.9	45.1	3.4	32	46	14	19	31	32	32	5.0
Tasmania	249.5	19.0	8.2	37	48	15	24	24	34	34	4.5
Northern Territory	133.7	1.0	0.8	20	46	13	17	28	35	34	4.4
Australian Capital Territory	228.2	16.6	7.8	27	49	15	16	49	25	23	5.7
Australia¹	12,694.8	1,242.5	10.8	32	47	15	19	32	31	32	7.1

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 Jobs and Small Business, Employment Projections

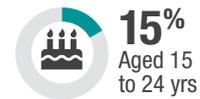
NEW SOUTH WALES

4,054,600

EMPLOYED AT NOVEMBER 2018

↑ 13.3% SINCE NOV 2013

PROJECTED TO GROW BY 7.7% OVER THE FIVE YEARS TO MAY 2023



EDUCATIONAL ATTAINMENT



TOP EMPLOYING INDUSTRIES	Industry	Employ't Nov 2018	Share of total	5 year change to Nov 2018	
		'000	%	'000	%
	Health Care and Social Assistance	518.0	13	80.2	18.3
	Professional, Scientific and Technical Services	422.3	10	116.8	38.2
	Retail Trade	411.4	10	37.5	10.0
	Construction	388.4	10	99.0	34.2
	Education and Training	320.2	8	39.7	14.2

New South Wales is the largest employing state (with Sydney accounting for two thirds of state employment). Employment growth over the past five years was above the national average, with the largest rises in

- Professional, Scientific and Technical Services (up by 116,800)
- Construction (99,000).

Around 69% of this workforce have post-school qualifications and they are more likely to hold a bachelor degree or higher than workers nationally. Sydney has the most highly educated workforce in the state, with 71% holding post-school qualifications including 43% with a bachelor degree or higher.

The age profile of this state is in line with the national average, although some regions have relatively large shares of workers aged 15 to 24 years (see table below).

Current conditions (to January 2019)

Labour market conditions have strengthened in New South Wales over the year, with employment increasing by 161,600 (or 4.1%). Full-time employment has risen by 79,500 (or 2.9%) over the year, while part-time employment has increased by 82,100 (or 6.9%). The state's unemployment rate has declined by 1.2 percentage points over the year to 3.9% in January 2019, the lowest rate on record.

The state's participation rate has risen by 0.7 percentage points over the year to 65.2% in January 2019 (the equal highest rate on record), but it remains below the national rate of 65.7%.

Conditions for youth in New South Wales have also improved over the year, with youth employment rising by 32,100 (or 5.4%). The state's youth unemployment rate has declined by 0.6 percentage points over the year to 10.2% in January 2019, the equal lowest rate recorded since December 2008 and below the national rate of 11.5%.

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 2019-20, while the unemployment rate is expected to average 4½% over the period. Over the five years to May 2023, New South Wales employment is projected to increase by 7.7% (above the projected national growth of 7.1%).

Employment by region, New South Wales

Region	Employment			Employment Profile				Workforce Educational Profile			Projected Employment
	Employ't Nov 2018	5 year change to Nov 2018		Part-time	Female	Aged 15 to 24 years	Aged 55 years or older	Bachelor degree or higher	Cert III or higher VET qual	No post-school qual	5 year change to May 2023
	'000	'000	%	%	%	%	%	%	%	%	%
Greater Sydney	2,728.6	324.0	13.5	29	46	15	17	43	25	29	8.6
Capital Region	108.2	3.4	3.3	37	48	19	25	16	42	31	8.0
Central West	102.0	3.5	3.6	29	46	19	20	16	47	36	6.6
Coffs Harbour - Grafton	60.6	1.1	1.8	34	47	12	23	20	33	42	6.7
Far West and Orana	57.9	7.7	15.4	21	48	16	27	18	37	43	3.7
Hunter Valley (exc Newcastle)	135.3	7.3	5.7	32	47	19	19	15	41	40	5.9
Illawarra	145.8	17.7	13.8	36	48	19	17	24	41	31	5.5
Mid North Coast	91.1	13.2	16.9	39	48	17	24	18	37	34	7.4
Murray	52.4	0.6	1.2	38	51	15	28	13	39	33	5.3
New England and North West	82.1	0.4	0.5	31	47	16	28	17	41	37	1.7
Newcastle and Lake Macquarie	183.7	16.9	10.2	34	49	16	17	30	31	36	7.5
Richmond - Tweed	115.9	13.4	13.0	47	50	14	31	27	37	32	7.2
Riverina	80.4	0.9	1.2	31	47	10	28	25	31	41	5.3
Southern Highlands and Shoalhaven	57.2	-3.7	-6.1	37	50	15	27	25	37	23	5.8
New South Wales¹	4,054.6	475.9	13.3	31	47	15	19	36	29	31	7.7
Australia	12,694.8	1,242.5	10.8	32	47	15	19	32	31	32	7.1

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 Jobs and Small Business, Employment Projections; New South Wales Treasury

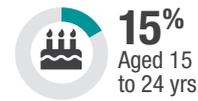
VICTORIA

3,339,200

EMPLOYED AT NOVEMBER 2018

↑ 15.9% SINCE NOV 2013

PROJECTED TO GROW BY 8.3% OVER THE FIVE YEARS TO MAY 2023



EDUCATIONAL ATTAINMENT



TOP EMPLOYING INDUSTRIES

Industry	Employ't Nov 2018	Share of total	5 year change to Nov 2018	
	'000	%	'000	%
Health Care and Social Assistance	441.0	13	82.3	23.0
Retail Trade	346.4	10	31.2	9.9
Construction	313.2	9	70.4	29.0
Professional, Scientific and Technical Services	300.4	9	40.1	15.4
Manufacturing	285.5	9	5.4	1.9

Victoria is the second largest employing state, with the majority of jobs located in Melbourne. Over the past five years, Victoria had the strongest employment growth in Australia (up by 15.9%). Over this period, significant numbers of jobs were created in

- Health Care and Social Assistance (up by 82,300)
- Construction (70,400).

Around 69% of Victorian workers have post-school qualifications, with a relatively large share holding a bachelor degree or higher. Workers in Melbourne are more likely to hold a bachelor degree or higher qualification, but less likely to have a certificate III or higher vocational qualification, than those in regional Victoria.

Victorian workers are more likely to be self-employed than those in any other state or territory (18% of the state workforce).

Current conditions (to January 2019)

Labour market conditions have strengthened in Victoria over the year, with employment increasing by 114,200 (or 3.5%). Full-time employment has risen strongly, up by 98,500 (or 4.5%) over the year, while part-time employment has also increased, up by 15,800 (or 1.5%).

The state's unemployment rate decreased by 1.0 percentage point over the year to 4.5% in January 2019, below the national rate of 5.0%. The participation rate rose by 0.1 percentage points over the year to 66.0%, above the national rate of 65.7%.

Conditions for youth in Victoria have improved over the year, with youth employment rising by 14,900 (or 3.1%). The youth unemployment rate has fallen by 2.0 percentage points over the year to 11.2% in January 2019, the lowest rate recorded since October 2009 and below the national rate (of 11.5%).

Outlook

The short-term outlook for the Victorian economy is positive. The Victorian Department of Treasury and Finance has forecast employment growth of 2.0% in 2019-20, while the unemployment rate is expected to average 5.0% over the period. Over the five years to May 2023, employment in Victoria is projected to increase by 8.3% (well above the national projected growth of 7.1%).

Employment by region, Victoria

Region	Employment			Employment Profile				Workforce Educational Profile			Projected Employment
	Employ't Nov 2018	5 year change to Nov 2018		Part-time	Female	Aged 15 to 24 years	Aged 55 years or older	Bachelor degree or higher	Cert III or higher VET qual	No post-school qual	5 year change to May 2023
	'000	'000	%	%	%	%	%	%	%	%	%
Greater Melbourne	2,573.3	354.0	16.0	32	46	15	16	38	29	30	9.1
Ballarat	74.4	0.6	0.9	36	47	17	28	22	39	32	6.1
Bendigo	75.0	5.3	7.6	35	47	12	26	27	37	29	7.7
Geelong	139.5	16.5	13.4	33	48	15	21	32	37	25	6.0
Hume	82.8	5.4	7.0	34	48	15	27	21	41	36	6.8
Latrobe - Gippsland	129.1	11.3	9.6	38	46	16	24	21	43	35	3.8
North West	76.0	6.1	8.7	31	45	12	26	20	31	37	7.1
Shepparton	64.8	5.2	8.7	33	49	13	28	12	43	38	2.8
Warrnambool and South West	66.0	2.7	4.2	38	46	17	30	17	38	29	6.6
Victoria¹	3,339.2	458.0	15.9	32	46	15	18	35	31	31	8.3
Australia	12,694.8	1,242.5	10.8	32	47	15	19	32	31	32	7.1

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

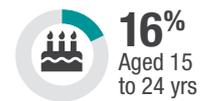
QUEENSLAND

2,491,300

EMPLOYED AT NOVEMBER 2018

↑ 7.7% SINCE NOV 2013

PROJECTED TO GROW BY 7.0% OVER THE FIVE YEARS TO MAY 2023



EDUCATIONAL ATTAINMENT



TOP EMPLOYING INDUSTRIES

Industry	Employ't Nov 2018 '000	Share of total %	5 year change to Nov 2018	
			'000	%
Health Care and Social Assistance	333.7	13	54.8	19.6
Retail Trade	254.7	10	-14.5	-5.4
Construction	234.0	9	8.0	3.5
Education and Training	213.0	9	43.6	25.7
Accommodation and Food Services	191.1	8	39.5	26.0

Queensland is the third largest employing state. Around half the jobs are located in Brisbane and a further 13% are in the Gold Coast area. Over the past five years, Queensland employment has grown by 7.7% (or 178,200 new jobs). The Gold Coast region recorded particularly strong employment growth over the past five years, up by 20.8% (or 57,500 new jobs).

Employment has grown across most industries over the past five years, with Health Care and Social Assistance recording the largest rise (up by 54,800), followed by Education and Training (43,600).

Workers in Queensland are less likely to hold a bachelor degree or higher qualification than the national average, but are more likely to have a certificate III or higher vocational qualification.

While the age profile for Queensland is similar to the national average, some areas have higher shares of young workers (aged 15 to 24 years), including the Gold Coast and Fitzroy regions.

Current conditions (to January 2019)

Labour market conditions have been relatively soft in Queensland over the past year, with employment increasing by just 0.2% (or 5,600). Full-time employment has risen solidly, up by 31,900 (or 1.9%) over the year, while part-time employment has fallen by 26,400 (or 3.4%).

The state's unemployment rate has declined marginally over the year, to 6.0% in January 2019, although it remains above the national rate of 5.0%. Moreover, the participation rate in Queensland has fallen by 1.1 percentage points over the year to 65.4% in January 2019, below the national rate of 65.7%.

Conditions for youth in Queensland have improved over the year, with youth employment increasing by 6,300 (or 1.6%), while the youth unemployment rate has declined by 0.5 percentage points to 12.8% in January 2019, although it remains above the national rate of 11.5%.

Outlook

The short-term outlook for the Queensland economy is relatively positive. The Queensland Treasury has forecast employment growth of 1.4% in 2019-20, while the unemployment rate is expected to be 6% in the June quarter 2020. Over the five years to May 2023, employment in Queensland is projected to increase by 7.0% (similar to the growth projected nationally).

Employment by region, Queensland

Region	Employment			Part-time %	Employment Profile			Workforce Educational Profile			Projected Employment 5 year change to May 2023 %
	Employ't Nov 2018 '000	5 year change to Nov 2018 '000	%		Female %	Aged 15 to 24 years %	Aged 55 years or older %	Bachelor degree or higher %	Cert III or higher VET qual %	No post-school qual %	
Greater Brisbane	1,250.3	117.1	10.3	30	48	17	17	31	33	32	7.4
Cairns	115.4	-0.1	-0.1	34	49	16	24	11	37	45	5.8
Darling Downs - Maranoa	64.1	-3.1	-4.5	30	45	17	25	18	38	38	3.4
Fitzroy	112.1	1.5	1.4	29	48	18	18	14	39	45	3.0
Gold Coast	334.2	57.5	20.8	34	47	18	19	21	36	39	10.9
Mackay - Isaac - Whitsunday	96.3	-2.8	-2.9	24	44	16	16	13	37	44	6.5
Queensland - Outback	32.3	-11.6	-26.4	20	42	14	24	12	29	38	0.6
Sunshine Coast	178.2	21.4	13.6	38	49	16	19	26	41	28	9.2
Toowoomba	77.0	7.2	10.3	34	50	16	21	28	28	40	8.0
Townsville	108.1	-6.7	-5.8	32	49	16	22	17	30	45	3.3
Wide Bay	112.1	0.5	0.5	32	45	13	28	18	39	37	1.4
Queensland¹	2,491.3	178.2	7.7	31	48	16	19	25	34	36	7.0
Australia	12,694.8	1,242.5	10.8	32	47	15	19	32	31	32	7.1

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 Jobs and Small Business, Employment Projections; Queensland Treasury

SOUTH AUSTRALIA

843,700

EMPLOYED AT NOVEMBER 2018

↑ **5.7%** SINCE NOV 2013

PROJECTED TO GROW BY 4.5% OVER THE FIVE YEARS TO MAY 2023



22%
Regional



15%
Aged 15 to 24 yrs



17%
Self-employed

EDUCATIONAL ATTAINMENT



TOP EMPLOYING INDUSTRIES

Industry	Employ't Nov 2018	Share of total	5 year change to Nov 2018	
	'000	%	'000	%
Health Care and Social Assistance	125.6	15	13.3	11.8
Retail Trade	85.7	10	-5.3	-5.9
Manufacturing	73.9	9	-6.8	-8.4
Construction	70.7	8	5.1	7.7
Accommodation and Food Services	64.4	8	13.0	25.2

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

Over the past five years, employment growth in South Australia was below the national average. During this period, however, employment grew across most industries, with the largest numbers of jobs added in

- Health Care and Social Assistance (up by 13,300)
- Accommodation and Food Services (13,000).

The largest fall in employment over the past five years was in Manufacturing (down by 6,800, or 8.4%). Manufacturing employment has fallen for much of the past five years but has recovered recently, with strong growth over the past year offsetting some of the previous falls.

South Australian workers are less likely to hold post-school qualifications than workers nationally. A higher share of workers in this state hold a certificate III or higher vocational qualification (31%) than those who have a bachelor degree or higher (28%).

Current conditions (to January 2019)

Labour market conditions in South Australia have been relatively soft over the past year, with employment increasing by just 1,600 (or 0.2%). Full-time employment has risen solidly, up by 10,100 (or 1.9%) over the period, while part-time employment has decreased by 8,600 (or 2.9%).

The state's unemployment rate has increased by 0.4 percentage points over the year to 6.3% in January 2019, well above the national rate of 5.0%. The participation rate has fallen by 0.1 percentage points to 62.6%, well below the national rate of 65.7%.

Conditions for youth in South Australia have improved over the year, with youth employment increasing by 9,500 (or 8.0%). The youth unemployment rate has declined by 3.2 percentage points to 12.7% in January 2019, although it remains above the national rate of 11.5%.

Outlook

The short-term outlook for the South Australian economy is for some improvement. The South Australian Department of Treasury and Finance has forecast employment growth of 1% in 2019-20. Over the five years to May 2023, employment in South Australia is projected to increase by 4.5% (compared with 7.1% growth projected nationally).

Employment by region, South Australia

Region	Employment			Employment Profile				Workforce Educational Profile			Projected Employment
	Employ't Nov 2018	5 year change to Nov 2018		Part-time	Female	Aged 15 to 24 years	Aged 55 years or older	Bachelor degree or higher	Cert III or higher VET qual	No post-school qual	5 year change to May 2023
	'000	'000	%	%	%	%	%	%	%	%	%
Greater Adelaide	656.8	24.5	3.9	35	48	15	20	32	29	34	5.1
Barossa - Yorke - Mid North	49.7	-0.2	-0.4	36	45	13	30	10	41	42	2.9
South Australia - Outback	41.7	3.3	8.5	33	46	13	27	18	33	38	2.6
South Australia - South East	93.2	7.2	8.3	36	46	17	23	16	34	43	3.3
South Australia¹	843.7	45.8	5.7	35	47	15	21	28	31	36	4.5
Australia	12,694.8	1,242.5	10.8	32	47	15	19	32	31	32	7.1

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

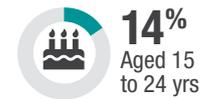
WESTERN AUSTRALIA

1,351,900

EMPLOYED AT NOVEMBER 2018

↑ 3.4% SINCE NOV 2013

PROJECTED TO GROW BY 5.0% OVER THE FIVE YEARS TO MAY 2023



EDUCATIONAL ATTAINMENT



TOP EMPLOYING INDUSTRIES

Industry	Employ't Nov 2018 '000	Share of total %	5 year change to Nov 2018	
			'000	%
Health Care and Social Assistance	172.6	13	36.4	26.7
Construction	123.5	9	-16.3	-11.6
Retail Trade	122.9	9	-6.9	-5.3
Mining	110.6	8	7.1	6.9
Education and Training	105.2	8	10.0	10.4

Western Australia is the fourth largest employing state, with employment highly concentrated in Perth. Over the past five years, Western Australia has had the second weakest employment growth of any state or territory. This subdued growth was influenced by falls in Construction (down by 16,300, or 11.6%) and Financial and Insurance Services (down by 11,100, or 31.0%). Offsetting these falls was significant growth in

- Health Care and Social Assistance (up by 36,400)
- Public Administration and Safety (17,700)
- Agriculture, Forestry and Fishing (17,200)

Western Australia accounts for 43% of Australia's Mining jobs. Mining employment in Western Australia fell over much of the past five years but has recovered strongly in the past year. Mining continues to be one of the largest employing industries in Western Australia, accounting for 8% of state jobs.

Current conditions (to January 2019)

Labour market conditions in Western Australia have been mixed over the year. Employment increased by just 900 (or 0.1%) in the year to January 2019, with full-time employment rising strongly (up by 28,600, or 3.2%), while part-time employment decreased (down by 27,800, or 6.3%).

The state's unemployment rate has risen by 1.2 percentage points over the year to 6.8% in January 2019, well above the national rate of 5.0%. The state's participation rate has also increased over the year, up by 0.3 percentage points to 68.4% in January 2019, well above the national rate of 65.7%.

Conditions for youth in Western Australia have been relatively weak over the year, with youth employment increasing by 500 (or 0.3%), while the state's youth unemployment rate has also increased, up by 1.4 percentage points to 14.8% in January 2019, well above the national rate of 11.5%.

Outlook

The short-term outlook for the Western Australian economy is reasonably positive. The Western Australian Treasury has forecast employment growth of 2.0% in 2019-20, while the unemployment rate is expected to average 5.75% over the period. Over the five years to May 2023, employment in Western Australia is projected to increase by 5.0% (below the projected national growth of 7.1%).

Employment by region, Western Australia

Region	Employment			Employment Profile				Workforce Educational Profile			Projected Employment
	Employ't Nov 2018 '000	5 year change to Nov 2018 '000	%	Part-time %	Female %	Aged 15 to 24 years %	Aged 55 years or older %	Bachelor degree or higher %	Cert III or higher VET qual %	No post-school qual %	5 year change to May 2023 %
Greater Perth	1,055.6	22.6	2.2	32	46	15	18	35	31	30	5.3
Bunbury	99.2	14.5	17.1	37	47	13	27	21	34	39	4.6
Western Australia - Outback	118.0	-8.5	-6.7	25	43	14	14	15	39	43	3.1
Western Australia - Wheat Belt	68.0	4.5	7.1	33	43	9	35	12	40	39	5.8
Western Australia¹	1,351.9	45.1	3.4	32	46	14	19	31	32	32	5.0
Australia	12,694.8	1,242.5	10.8	32	47	15	19	32	31	32	7.1

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

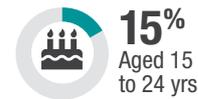
TASMANIA

249,500

EMPLOYED AT NOVEMBER 2018

↑ **8.2%** SINCE NOV 2013

PROJECTED TO GROW BY 4.5% OVER THE FIVE YEARS TO MAY 2023



EDUCATIONAL ATTAINMENT



TOP EMPLOYING INDUSTRIES	Employ't Nov 2018	Share of total	5 year change to Nov 2018	
Industry	'000	%	'000	%
Health Care and Social Assistance	38.9	16	7.4	23.5
Retail Trade	26.0	10	-2.6	-9.1
Education and Training	21.9	9	2.0	10.3
Construction	20.9	8	3.4	19.4
Accommodation and Food Services	20.1	8	1.1	6.0

Tasmania is the smallest employing state. It is also the most regionally diverse, with 55% of jobs located outside of Hobart.

Employment growth over the past five years was slightly below the national average. The largest numbers of jobs were added in

- Health Care and Social Assistance (up by 7,400)
- Professional, Scientific and Technical Services (4,200)
- Construction (3,400).

These gains were partly offset by falls in a number of industries (the largest being in Retail Trade, down by 2,600).

Tasmania has the oldest workforce of any state or territory, with 46% aged 45 years or older. Part-time work is also relatively common (37% of state employment, the largest share in Australia).

Workers in this state are less likely to have a bachelor degree or higher than the national average, although they are more likely to have completed a certificate III or higher vocational qualification.

Current conditions (to January 2019)

Labour market conditions have weakened in Tasmania over the year, with employment decreasing by 2,500 (or 1.0%). Full-time employment has fallen by 1,800 (or 1.2%) over the period, while part-time employment has declined by 700 (or 0.7%).

The state's unemployment rate has increased by 1.8 percentage points over the year to 7.0% in January 2019, the highest rate of any state or territory. The participation rate in Tasmania has fallen by 0.2 percentage points over the year to 60.7% in January 2019, the lowest rate of any state or territory.

Conditions for youth in Tasmania have deteriorated over the year, with youth employment decreasing by 1,700 (or 4.4%), while the state's youth unemployment rate has increased by 1.9 percentage points over the period to 15.7% in January 2019 (the highest rate of any state or territory).

Outlook

The short-term outlook for the Tasmanian economy is reasonably positive. The Tasmanian Treasury has projected employment growth of 1% in 2019-20, while the unemployment rate is expected to average 5¾% over the period. Over the five years to May 2023, employment in Tasmania is projected to increase by 4.5% (below the projected national growth of 7.1%).

Employment by region, Tasmania

Region	Employment			Employment Profile				Workforce Educational Profile			Projected Employment
	Employ't Nov 2018	5 year change to Nov 2018		Part-time	Female	Aged 15 to 24 years	Aged 55 years or older	Bachelor degree or higher	Cert III or higher VET qual	No post-school qual	5 year change to May 2023
	'000	'000	%	%	%	%	%	%	%	%	%
Hobart	113.4	10.6	10.3	38	49	14	22	30	32	32	5.7
Launceston and North East	68.4	3.6	5.5	38	49	15	26	21	40	34	2.3
South East	17.3	1.1	6.6	37	45	11	24	20	33	39	4.6
West and North West	50.2	2.1	4.3	35	47	16	24	18	34	37	5.5
Tasmania¹	249.5	19.0	8.2	37	48	15	24	24	34	34	4.5
Australia	12,694.8	1,242.5	10.8	32	47	15	19	32	31	32	7.1

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

NORTHERN TERRITORY

133,700

EMPLOYED AT NOVEMBER 2018

↑ 0.8% SINCE NOV 2013

PROJECTED TO GROW BY 4.4% OVER THE FIVE YEARS TO MAY 2023



35% Regional



13% Aged 15 to 24 yrs



11% Self-employed

EDUCATIONAL ATTAINMENT



The Northern Territory (NT) is the smallest labour market in Australia, with almost two thirds of employment located in Darwin. Public Administration and Safety is the largest employing industry (23,000) followed by Health Care and Social Assistance (18,600). Employment growth over the past five years has been below the national average.

Current conditions (to January 2019)

Labour market conditions have weakened in the NT over the year, with the level of employment decreasing by 2,500 (or 1.8%). Full-time employment has fallen by 1,600 (or 1.4%), while part-time employment has fallen by 900 (or 3.1%). The territory's unemployment rate has risen by 0.7 percentage points over the year to 5.0% in January 2019, equivalent to the national rate. The participation rate has fallen by 1.3 percentage points over the year to 74.8% in January 2019, but remains the highest rate of any state or territory.

Conditions for youth in the NT have also deteriorated over the year, with youth employment declining by 1,500 (or 8.0%). The youth unemployment rate has risen by 2.1 percentage points over the year to 10.6% in January 2019, although it remains below the national rate (11.5%).

Outlook

The short-term outlook for the NT labour market is relatively soft. The NT Treasury has forecast employment growth of 0.3% in 2019-20, while the unemployment rate is expected to average 4.5% over the period. Over the five years to May 2023, employment in the NT is projected to increase by 4.4%.

Employment by region, Northern Territory

Region	Employment			Employment Profile		Projected Employ't
	Employ't Nov 2018	5 year change to Nov 2018	%	Aged 15 to 24 years	No post-school qual	
Darwin	86.7	7.4	9.3	13	36	4.6
Northern Territory -Outback	50.1	0.6	1.3	12	28	4.5
Northern Territory¹	133.7	1.0	0.8	13	34	4.4
Australia	12,694.8	1,242.5	10.8	15	32	7.1

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

AUSTRALIAN CAPITAL TERRITORY

228,200

EMPLOYED AT NOVEMBER 2018

↑ 7.8% SINCE NOV 2013

PROJECTED TO GROW BY 5.7% OVER THE FIVE YEARS TO MAY 2023



0% Regional



15% Aged 15 to 24 yrs



11% Self-employed

EDUCATIONAL ATTAINMENT



The Australian Capital Territory (ACT) is a relatively small labour market. Public Administration and Safety is the largest employing industry (66,700), followed by Health Care and Social Assistance (27,100) and Professional, Scientific and Technical Services (22,500). The ACT has the most highly educated workforce in Australia, with more than three quarters of workers holding post-school qualifications.

Current conditions (to January 2019)

Labour market conditions in the ACT have softened over the last year, with employment decreasing by 2,300 (or 1.0%). Full-time employment has fallen by 6,500 (or 3.8%) over the year, while part-time employment has increased by 4,200 (or 6.9%). The territory's unemployment rate has declined by 0.6 percentage points over the year to 3.5% in January 2019, the lowest rate of any state or territory, although the fall was driven by a 1.3 percentage point decline in the participation rate to 69.6% in January 2019.

Conditions for youth in the ACT have improved over the year, with youth employment increasing by 600 (or 1.9%). The youth unemployment rate in the ACT has fallen by 2.3 percentage points over the year to 8.6% in January 2019, the lowest rate of any state or territory.

Outlook

The short-term outlook for the ACT labour market is reasonably positive. The ACT Treasury has forecast employment growth of 1.4% in 2019-20. Over the five years to May 2023, employment in the ACT is projected to increase by 5.7%.

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

TOP EMPLOYING INDUSTRIES



HEALTH CARE AND
SOCIAL ASSISTANCE

1,685,100

employed at
Nov 2018

79%

female

Top employing occupations

1. Registered Nurses
2. Aged and Disabled Carers
3. Child Carers



RETAIL TRADE

1,272,300

employed at
Nov 2018

32%

aged 15 to 24 years

Top employing occupations

1. General Sales Assistants
2. Retail Managers
3. Checkout Operators and Office Cashiers



CONSTRUCTION

1,166,900

employed at
Nov 2018

51%

have a cert III or
higher VET qual

Top employing occupations

1. Carpenters and Joiners
2. Electricians
3. Construction Managers



PROFESSIONAL,
SCIENTIFIC AND
TECHNICAL SERVICES

1,082,100

employed at
Nov 2018

77%

full-time

Top employing occupations

1. Accountants
2. Software and Applications Programmers
3. Solicitors



EDUCATION AND
TRAINING

1,035,400

employed at
Nov 2018

87%

hold post-school
qualifications

Top employing occupations

1. Primary School Teachers
2. Secondary School Teachers
3. Education Aides

INDUSTRY OVERVIEW

What is an industry?

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

There are 19 broad industries as defined by the Australian and New Zealand Standard Industrial Classification (ANZSIC) and these industries are discussed in more detail in this section of Australian Jobs.

Which are the largest employing industries in Australia?

Five industries each provide more than one million jobs. Around 50% of Australian workers are employed in one of these five industries.

1. Health Care and Social Assistance (1,685,100).
2. Retail Trade (1,272,300).
3. Construction (1,166,900).
4. Professional, Scientific and Technical Services (1,082,100).
5. Education and Training (1,035,400).

Which industries employ young people?

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

- Retail Trade (around 410,000)
- Accommodation and Food Services (400,000)
- Construction (190,000).

Which industries have gained or lost jobs?

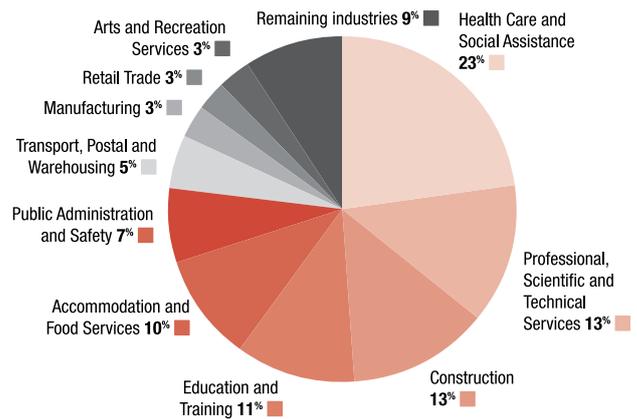
Over the five years to November 2018, the largest numbers of new jobs were created in

- Health Care and Social Assistance (up by 297,500)
- Professional, Scientific and Technical Services (175,700)
- Construction (171,700).

Job losses were recorded in two industries.

- Wholesale Trade (down by 17,800).
- Mining (11,900).

Share of total new jobs, five years to November 2018 (%)*



*These shares are calculated as a proportion of the total new jobs created over the five years to November 2018 (excluding employment falls in Wholesale Trade and Mining).

Employment by industry

Industry	Employment			Employment Profile				Workforce Educational Profile			Projected Employment
	Employ't Nov 2018	5 year change to Nov 2018		Part-time	Female	Aged 15 to 24 years	Aged 55 years or older	Bachelor degree or higher	Cert III or higher VET qual	No post-school qual	5 year change to May 2023
	'000	'000	%	%	%	%	%	%	%	%	%
Health Care and Social Assistance	1,685.1	297.5	21.4	45	79	9	23	48	32	16	14.9
Retail Trade	1,272.3	36.8	3.0	51	56	32	14	16	26	53	3.7
Construction	1,166.9	171.7	17.3	15	12	16	16	11	51	33	10.0
Professional, Scientific and Technical Services	1,082.1	175.7	19.4	23	44	10	17	63	19	16	10.2
Education and Training	1,035.4	141.3	15.8	39	72	9	22	65	19	13	11.2
Manufacturing	965.6	38.2	4.1	16	29	12	20	18	36	42	0.9
Accommodation and Food Services	900.1	127.0	16.4	60	55	45	10	15	25	55	9.1
Public Administration and Safety	838.5	85.3	11.3	17	49	5	22	39	31	24	5.0
Transport, Postal and Warehousing	648.7	63.8	10.9	21	21	8	25	17	32	46	4.3
Other Services	484.7	11.9	2.5	32	45	15	18	16	52	25	1.4
Financial and Insurance Services	448.8	32.7	7.9	17	49	7	14	50	24	23	3.2
Administrative and Support Services	407.4	19.2	5.0	42	53	12	21	23	28	43	6.6
Wholesale Trade	381.7	-17.8	-4.4	17	33	10	22	24	29	40	-2.7
Agriculture, Forestry and Fishing	327.3	16.1	5.2	28	30	10	41	13	30	49	-0.4
Mining	255.8	-11.9	-4.5	4	16	6	14	24	43	28	2.4
Arts and Recreation Services	244.5	36.8	17.7	48	48	27	15	31	27	38	8.7
Information Media and Telecommunications	227.1	32.2	16.5	22	41	12	14	45	25	27	4.7
Rental, Hiring and Real Estate Services	218.2	20.1	10.2	25	49	13	22	30	31	33	5.9
Electricity, Gas, Water and Waste Services	153.0	1.7	1.1	11	23	6	18	32	38	25	4.1
All Industries¹	12,694.8	1,242.5	10.8	32	47	15	19	32	31	32	7.1

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 Jobs and Small Business, Employment Projections

AUSTRALIA'S CHANGING INDUSTRY STRUCTURE

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

AUSTRALIA'S LARGEST EMPLOYING INDUSTRY

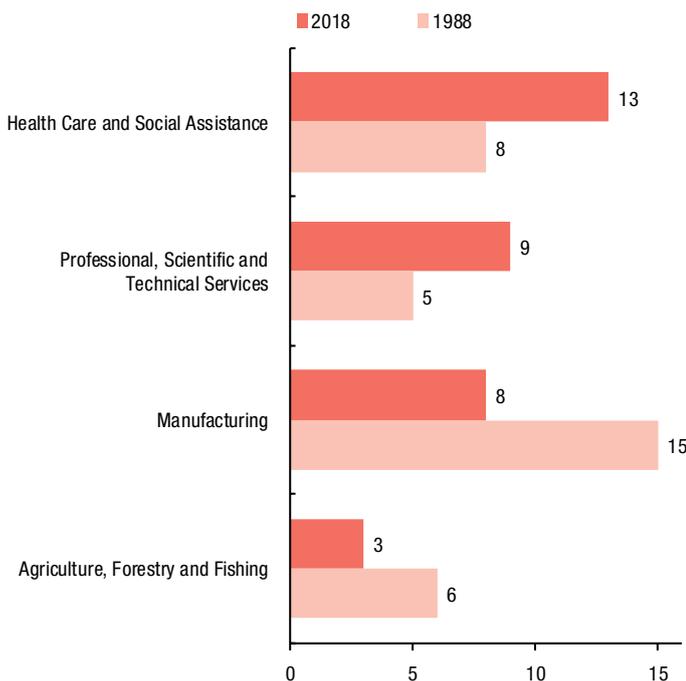


Three decades ago, Manufacturing was the largest employing industry in Australia, accounting for 15% of total employment. Employment in this industry, however, has fallen over the past 30 years, during which time most other industries have had rising employment. Today, Manufacturing is the sixth largest industry and accounts for 8% of total employment.

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

People are also less likely to be employed in Agriculture, Forestry and Fishing than they were 30 years ago. In 1988, 6% of the workforce was employed in this industry, compared with 3% in 2018. This has been due to a combination of factors, including technology and automation. Nonetheless, this industry continues to employ more than 325,000 workers, particularly in regional areas.

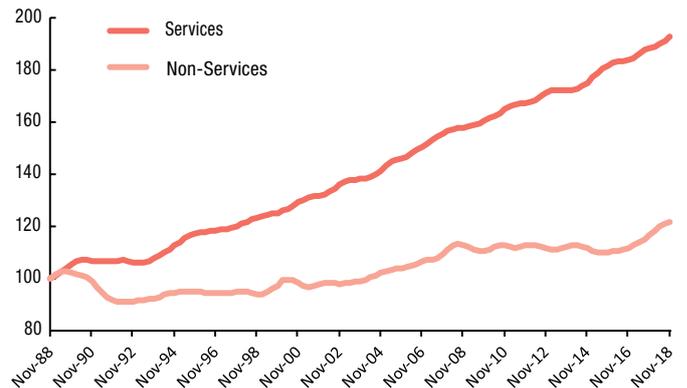
SHARE OF TOTAL EMPLOYMENT, SELECTED INDUSTRIES, 2018 AND 1988 (%)



Sources: ABS, Labour Force (trend)

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

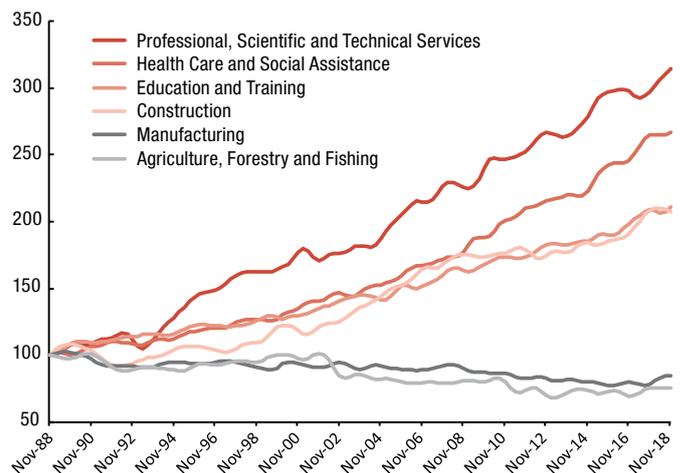
SERVICES AND NON-SERVICES INDUSTRIES EMPLOYMENT, 1988 TO 2018, INDEXED (NOV 1988 = 100)



Much of the growth in the services sector has been driven by Health Care and Social Assistance. With Australia's growing and ageing population requiring more care, and the roll-out of the National Disability Insurance Scheme, this is expected to continue.

Professional, Scientific and Technical Services has also recorded strong employment growth and has almost doubled its share of employment over the past 30 years (from 5% to 9%).

SELECTED INDUSTRIES EMPLOYMENT, 1988 TO 2018, INDEXED (NOV 1988 = 100)



HEALTH CARE AND SOCIAL ASSISTANCE

1,685,100

EMPLOYED AT NOVEMBER 2018

↑ 21.4% SINCE NOV 2013

PROJECTED TO GROW BY 14.9% OVER THE FIVE YEARS TO MAY 2023



33%
Regional



9%
Aged 15 to 24 yrs

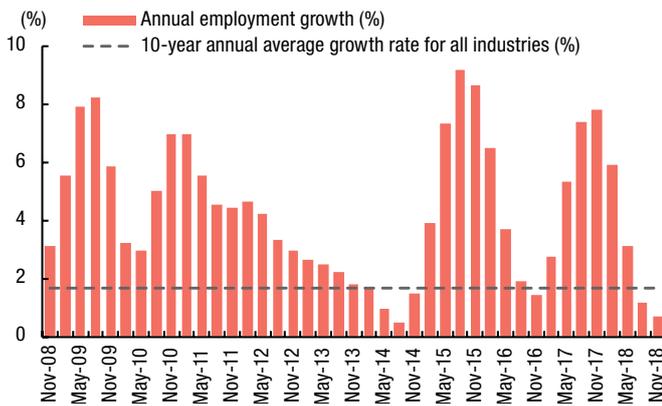


9%
Self-employed

EDUCATIONAL ATTAINMENT



ANNUAL EMPLOYMENT GROWTH (%)



Health Care and Social Assistance is Australia's largest and fastest growing industry, with a significant number of new jobs added over the past decade. Large shares of workers in this industry are employed as Professionals (42%) or Community and Personal Service Workers (31%). This industry has a relatively old workforce.

TOP EMPLOYING OCCUPATIONS

	This industry	All industries
Registered Nurses	270,300	278,900
Aged and Disabled Carers	162,800	175,900
Child Carers	111,000	143,900
Nursing Support and Personal Care Workers	96,800	98,900
Receptionists	94,300	179,600

Post-school education is commonly required in this industry, and there has been a strong rise in the number of people studying Health. In 2017, there were 216,000 university enrolments in Health (almost doubling over the past decade) and 221,000 in the Vocational Educational and Training sector.

Health Care and Social Assistance is projected to have the strongest employment growth of any industry over the five years to May 2023, supported by the implementation of the National Disability Insurance Scheme and Australia's ageing and growing population.

EDUCATION AND TRAINING

1,035,400

EMPLOYED AT NOVEMBER 2018

↑ 15.8% SINCE NOV 2013

PROJECTED TO GROW BY 11.2% OVER THE FIVE YEARS TO MAY 2023



31%
Regional



9%
Aged 15 to 24 yrs

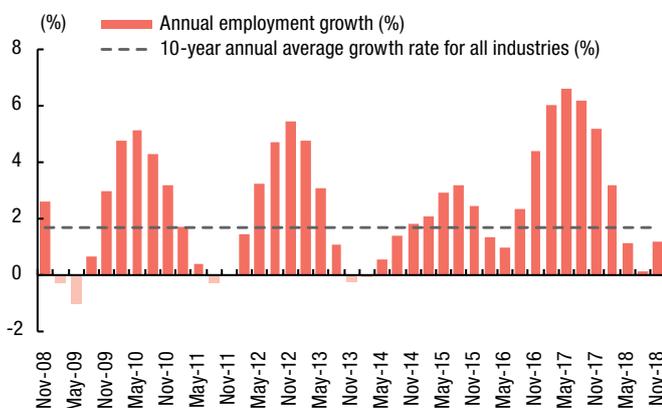


6%
Self-employed

EDUCATIONAL ATTAINMENT



ANNUAL EMPLOYMENT GROWTH (%)



Education and Training is a large and fast growing industry. A significant share is female (72%) and part-time work is common (39% of jobs). Almost two thirds of workers in this industry are Professionals (62%).

TOP EMPLOYING OCCUPATIONS

	This industry	All industries
Primary School Teachers	164,100	164,700
Secondary School Teachers	132,200	133,000
Education Aides	92,600	102,100
University Lecturers and Tutors	47,900	49,200
Private Tutors and Teachers	41,200	43,200

This workforce is highly educated and university education is often required. Just 9% of workers are aged 15 to 24 years, due largely to the time taken to gain the required qualifications.

Education and Training employment is projected to increase strongly over the five years to May 2023, influenced by growth in the school aged population, continued strength in international education and the growing demand for adult and community education. In addition, the relatively large share of workers who are aged 55 years or older (22%) indicates that retirements will create opportunities in the industry over the next decade.

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

CONSTRUCTION

1,166,900

EMPLOYED AT NOVEMBER 2018

↑ **17.3%** SINCE NOV 2013

PROJECTED TO GROW BY **10.0%** OVER THE FIVE YEARS TO MAY 2023



32%
Regional

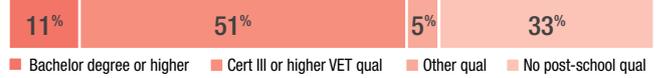


16%
Aged 15 to 24 yrs

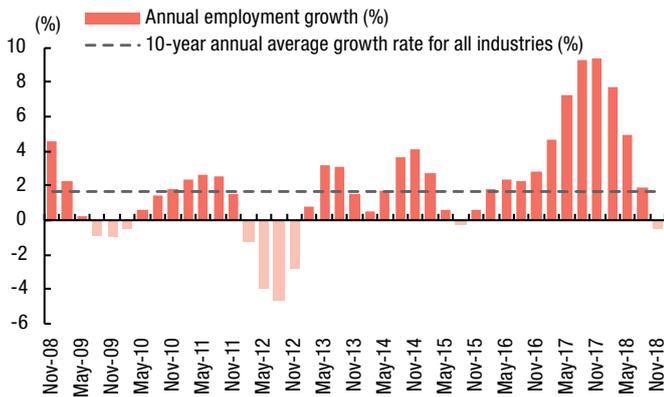


35%
Self-employed

EDUCATIONAL ATTAINMENT



ANNUAL EMPLOYMENT GROWTH (%)



Construction is a large employing industry and a significant number of new jobs have been added in recent years. This growth, however, has slowed recently and employment has fallen slightly in the past year. Technicians and Trades Workers account for 51% of workers and most jobs are full-time (85%).

TOP EMPLOYING OCCUPATIONS

	This industry	All industries
Carpenters and Joiners	117,800	134,600
Electricians	95,600	145,000
Construction Managers	80,600	104,500
Plumbers	79,200	87,700
Building and Plumbing Labourers	53,600	71,800

Training is generally through the vocational education and training sector. More than half of those employed hold a certificate III or higher vocational qualification, often gained through the completion of an apprenticeship. There were 86,700 apprentices and trainees employed in this industry in June 2018.

One third of workers in this industry do not hold post-school qualifications and around 16% are Labourers, suggesting there are also some good entry level opportunities.

Construction is projected to have above average employment growth over the five years to May 2023. Strong growth is expected across all sectors of this industry.

MANUFACTURING

965,600

EMPLOYED AT NOVEMBER 2018

↑ **4.1%** SINCE NOV 2013

PROJECTED TO GROW BY **0.9%** OVER THE FIVE YEARS TO MAY 2023



30%
Regional



12%
Aged 15 to 24 yrs

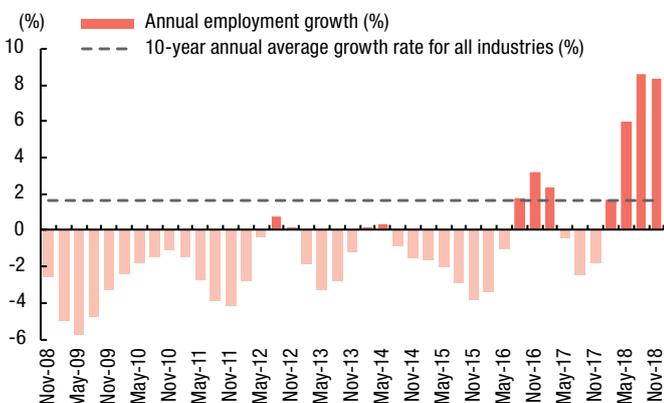


13%
Self-employed

EDUCATIONAL ATTAINMENT



ANNUAL EMPLOYMENT GROWTH (%)



Following decline for much of the past decade, Manufacturing employment has grown strongly over the past year and this industry continues to provide a significant number of jobs.

TOP EMPLOYING OCCUPATIONS

	This industry	All industries
Structural Steel and Welding Trades Workers	45,800	72,100
Packers	33,900	67,600
Metal Fitters and Machinists	33,800	107,700
Production Managers	32,700	55,400
Food and Drink Factory Workers	30,800	38,900

The largest employing sectors are Food Product Manufacturing (220,900 jobs) and Machinery and Equipment Manufacturing (124,200). Employment in this industry is typically full-time (84%).

Holding a certificate III or higher vocational qualification is common in this industry, and there are opportunities to undertake training (with 23,700 apprentices and trainees employed in this industry in 2018).

Manufacturing employment is projected to rise slightly over the five years to May 2023 (up by 0.9%), with the Fabricated Metal Product Manufacturing sector projected to have the strongest growth (up by 10.6%).

Sources: ABS, Labour Force (trend and annual averages of original data); ABS, Education and Work; Department of Jobs and Small Business, Employment Projections; NCVET, Apprentices and Trainees

PROFESSIONAL, SCIENTIFIC AND TECHNICAL SERVICES

1,082,100
EMPLOYED AT NOVEMBER 2018

↑ 19.4% SINCE NOV 2013

PROJECTED TO GROW BY **10.2%** OVER THE FIVE YEARS TO MAY 2023



18%
Regional



10%
Aged 15 to 24 yrs

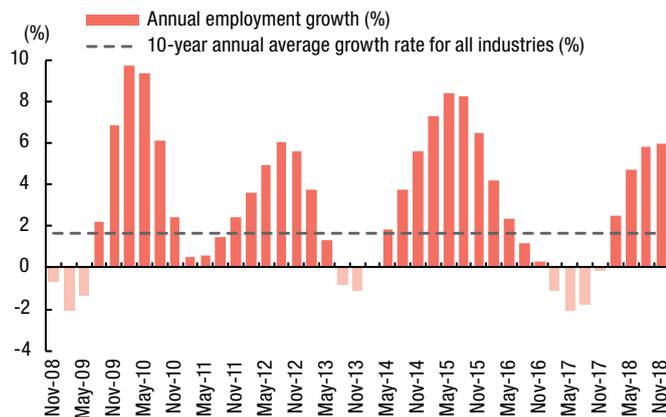


26%
Self-employed

EDUCATIONAL ATTAINMENT



ANNUAL EMPLOYMENT GROWTH (%)



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

TOP EMPLOYING OCCUPATIONS

	This industry	All industries
Accountants	95,100	188,400
Software and Applications Programmers	74,200	123,200
Solicitors	52,400	65,500
Graphic and Web Designers, and Illustrators	32,500	62,800
Management and Organisation Analysts	31,700	70,500

Employment is concentrated in New South Wales, Victoria and Queensland. More than a quarter of this workforce is self-employed.

This is a highly skilled workforce, with 84% holding post-school qualifications. Professionals represent 58% of this industry.

Only 10% of this workforce is aged 15 to 24 years old, reflecting the time it takes to attain the required qualifications.

Employment is projected to increase strongly over the five years to 2023, reflecting the ongoing demand for highly educated workers in the Australian labour market.

FINANCIAL AND INSURANCE SERVICES

448,800
EMPLOYED AT NOVEMBER 2018

↑ 7.9% SINCE NOV 2013

PROJECTED TO GROW BY **3.2%** OVER THE FIVE YEARS TO MAY 2023



15%
Regional



7%
Aged 15 to 24 yrs

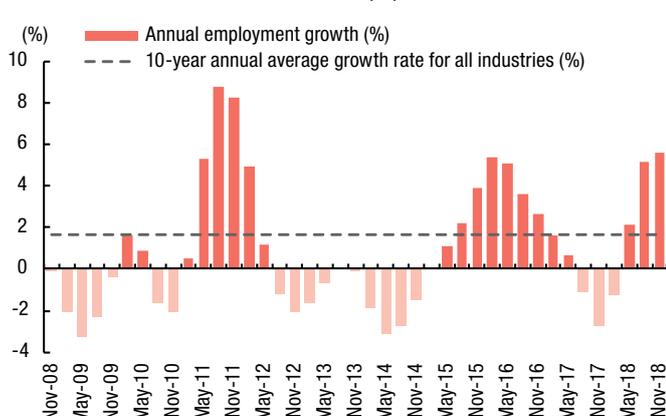


11%
Self-employed

EDUCATIONAL ATTAINMENT



ANNUAL EMPLOYMENT GROWTH (%)



Financial and Insurance Services employs 448,800 people across Australia. Employment is concentrated primarily in the capital cities and in Australia's eastern states. Nearly half the workers in this industry are employed in New South Wales.

TOP EMPLOYING OCCUPATIONS

	This industry	All industries
Bank Workers	45,900	53,500
Financial Investment Advisers and Managers	37,100	44,600
Financial Brokers	27,100	30,600
Credit and Loans Officers	26,500	30,000
Insurance, Money Market and Statistical Clerks	22,000	27,600

This workforce is highly qualified, with 77% holding post-school qualifications (compared with 68% across all industries). Almost all jobs are for Professionals, Clerical and Administrative Workers and Managers.

Reflecting the time it takes to attain the required qualifications, just 7% of this workforce is aged 15 to 24 years old.

Financial and Insurance Services employment is projected to increase by 3.2% over the five years to 2023 (well below the 7.1% projected across all industries).

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

RETAIL TRADE

1,272,300

EMPLOYED AT NOVEMBER 2018

↑ 3.0% SINCE NOV 2013

PROJECTED TO GROW BY 3.7% OVER THE FIVE YEARS TO MAY 2023



32%
Regional



32%
Aged 15 to 24 yrs

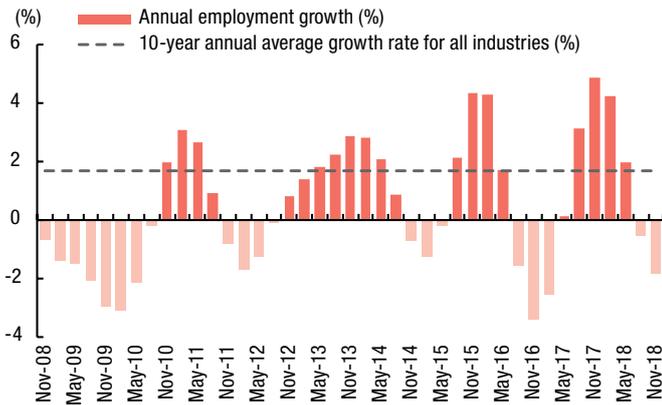


11%
Self-employed

EDUCATIONAL ATTAINMENT



ANNUAL EMPLOYMENT GROWTH (%)



Retail Trade is Australia's second largest employing industry. Employment growth in this industry has been relatively subdued over the past five years (up by 3.0%). Part-time work is common in this industry and more than half the workers are female.

TOP EMPLOYING OCCUPATIONS

	This industry	All industries
General Sales Assistants	376,300	529,700
Retail Managers	157,000	240,700
Checkout Operators and Office Cashiers	123,700	145,100
Shelf Fillers	60,700	64,700
Pharmacy Sales Assistants	36,400	37,200

Retail Trade offers good opportunities for young people to enter the labour market.

- Post-school qualifications are often not required.
- Almost one third of Retail Trade workers are aged 15 to 24 years.

Retail Trade employment is projected to grow by 3.7% over the five years to May 2023, compared with 7.1% growth projected across all industries. Relatively strong growth, however, is projected in a number of sectors, including Non-Store Retailing (which includes online retailing) and Hardware, Building and Garden Supplies Retailing.

WHOLESALE TRADE

381,700

EMPLOYED AT NOVEMBER 2018

↓ 4.4% SINCE NOV 2013

PROJECTED TO FALL BY 2.7% OVER THE FIVE YEARS TO MAY 2023



24%
Regional



10%
Aged 15 to 24 yrs

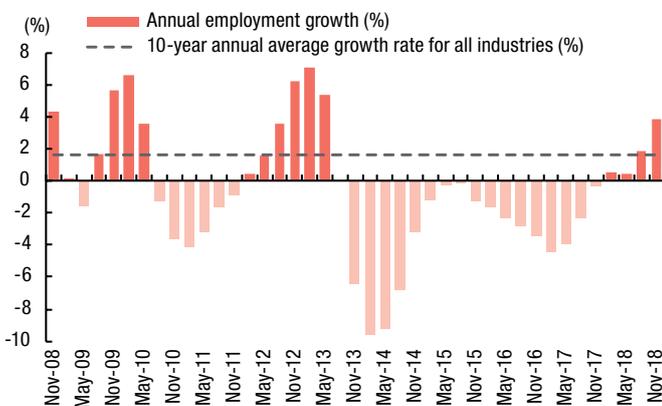


16%
Self-employed

EDUCATIONAL ATTAINMENT



ANNUAL EMPLOYMENT GROWTH (%)



Wholesale Trade is a small employing industry. Employment has fallen in this industry for most of the past five years, although it has grown relatively strongly over the past year. Full-time work is common in this industry (83% of employment).

TOP EMPLOYING OCCUPATIONS

	This industry	All industries
Storepersons	28,000	126,800
Sales Representatives	23,700	84,300
Purchasing and Supply Logistics Clerks	20,000	104,200
Advertising, Public Relations and Sales Managers	18,700	141,200
Importers, Exporters and Wholesalers	15,500	18,700

This industry has a relatively low skill profile.

- Post-school qualifications are often not required (40% of workers do not hold such qualifications).
- More than half the jobs are for Clerical and Administrative Workers, Sales Workers and Machinery Operators and Drivers.

Despite this, a relatively low share of workers in this industry are aged 15 to 24 years.

Wholesale Trade employment is projected to fall by 2.7% over the five years to May 2023.

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

MINING

255,800

EMPLOYED AT NOVEMBER 2018

↓4.5% SINCE NOV 2013

PROJECTED TO GROW BY 2.4% OVER THE FIVE YEARS TO MAY 2023



55% Regional



6% Aged 15 to 24 yrs

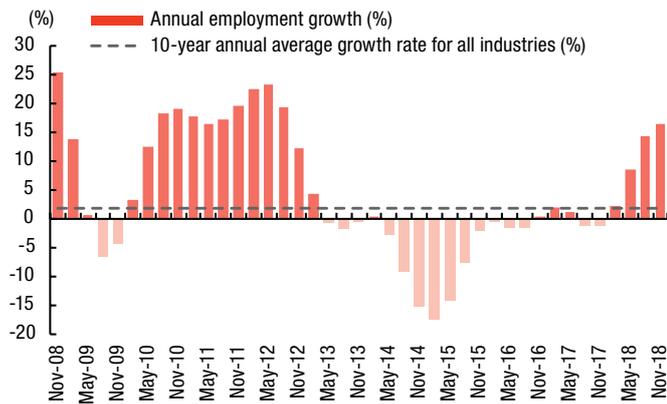


3% Self-employed

EDUCATIONAL ATTAINMENT



ANNUAL EMPLOYMENT GROWTH (%)



Mining is an important industry in terms of its export revenue, but it is a relatively small employing industry (accounting for around 2% of Australia's jobs). Mining employment has fallen for much of the past five years, but has recovered strongly over the past year. Full-time work is very common in this industry.

TOP EMPLOYING OCCUPATIONS

	This industry	All industries
Drillers, Miners and Shot Firers	46,300	57,100
Metal Fitters and Machinists	23,900	107,700
Truck Drivers	15,500	199,400
Other Building and Engineering Technicians	12,900	28,200
Electricians	10,400	145,000

Employment is concentrated in Western Australia and Queensland and a significant share of jobs are located in regional areas. Workers in this industry often travel to remote areas for work, with fly-in, fly-out (FIFO) arrangements common.

Post-school qualifications are often required (43% of workers hold a certificate III or higher vocational qualification and 24% hold a bachelor degree or higher). More than one third of workers are Machinery Operators and Drivers, 28% are Technicians and Trades Workers and 15% are Professionals.

Mining employment is projected to grow by 2.4% over the five years to May 2023.

AGRICULTURE, FORESTRY AND FISHING

327,300

EMPLOYED AT NOVEMBER 2018

↑5.2% SINCE NOV 2013

PROJECTED TO FALL BY 0.4% OVER THE FIVE YEARS TO MAY 2023



82% Regional



10% Aged 15 to 24 yrs

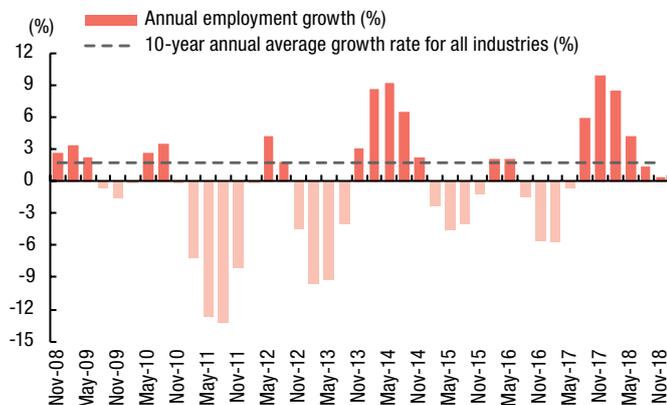


54% Self-employed

EDUCATIONAL ATTAINMENT



ANNUAL EMPLOYMENT GROWTH (%)



Agriculture, Forestry and Fishing employment has fallen for much of the past 15 years. There was modest employment growth over the past five years, however, and this industry continues to provide jobs for more than 300,000 people, with the vast majority being in regional Australia.

TOP EMPLOYING OCCUPATIONS

	This industry	All industries
Livestock Farmers	78,700	80,800
Crop Farmers	38,100	38,400
Mixed Crop and Livestock Farmers	30,600	33,300
Livestock Farm Workers	28,400	38,500
Crop Farm Workers	21,200	22,600

A relatively small proportion of workers in this industry hold post-school qualifications. Many skills are learned on-the-job, but the Vocational Education and Training sector also contributes to this industry's skills. The industry has a relatively old workforce (41% are aged 55 years or older) but seasonal work provides opportunities for people of all ages.

Self-employment is common in this industry.

Agriculture, Forestry and Fishing employment is projected to fall marginally over the five years to May 2023.

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

ACCOMMODATION AND FOOD SERVICES

900,100

EMPLOYED AT NOVEMBER 2018

↑ **16.4%** SINCE NOV 2013

PROJECTED TO GROW BY **9.1%** OVER THE FIVE YEARS TO MAY 2023



33%
Regional



45%
Aged 15 to 24 yrs

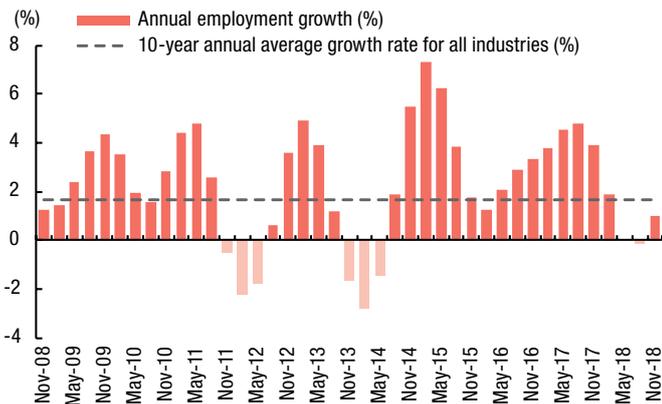


11%
Self-employed

EDUCATIONAL ATTAINMENT



ANNUAL EMPLOYMENT GROWTH (%)



Accommodation and Food Services is a large and fast growing industry, with 127,000 new jobs added over the past five years. Part-time work is common in this industry (60% of those employed).

TOP EMPLOYING OCCUPATIONS

Occupation	This industry	All industries
Waiters	122,200	129,500
Kitchenhands	97,800	136,100
Bar Attendants and Baristas	92,100	105,500
Chefs	88,300	103,800
General Sales Assistants	77,500	529,700

This industry provides strong entry level opportunities for workers. A large share of the workforce is aged 15 to 24 years and post-school qualifications are often not required. This industry also offers training opportunities, employing 22,900 apprentices and trainees in June 2018.

Accommodation and Food Services employment is projected to increase by 9.1% over the five years to May 2023 (above the 7.1% expected growth across all industries). Particularly strong growth is expected in the Cafés, Restaurants and Takeaway Food Services sector (11.9%).

ARTS AND RECREATION SERVICES

244,500

EMPLOYED AT NOVEMBER 2018

↑ **17.7%** SINCE NOV 2013

PROJECTED TO GROW BY **8.7%** OVER THE FIVE YEARS TO MAY 2023



25%
Regional



27%
Aged 15 to 24 yrs

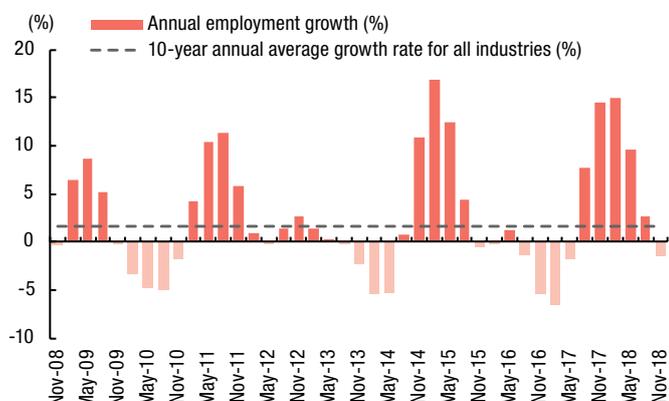


21%
Self-employed

EDUCATIONAL ATTAINMENT



ANNUAL EMPLOYMENT GROWTH (%)



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

TOP EMPLOYING OCCUPATIONS

Occupation	This industry	All industries
Sports Coaches, Instructors and Officials	23,300	48,300
Fitness Instructors	13,000	33,800
Sportspersons	10,200	11,100
Music Professionals	9,900	11,700
Greenkeepers	8,200	16,700

There has been strong employment growth in this industry over the past five years, despite employment falling slightly over the last year.

This is a relatively young workforce (27% are aged 15 to 24 years) and nearly half are employed part-time. Workers in this industry are most commonly employed as Community and Personal Service Workers (30% of employment) or Professionals (23%).

This industry is projected to have relatively strong employment growth over the five years to May 2023 (up by 8.7%), mainly driven by growth in the Sports and Recreation Activities sector.

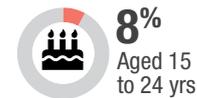
TRANSPORT, POSTAL AND WAREHOUSING

648,700

EMPLOYED AT NOVEMBER 2018

↑ 10.9% SINCE NOV 2013

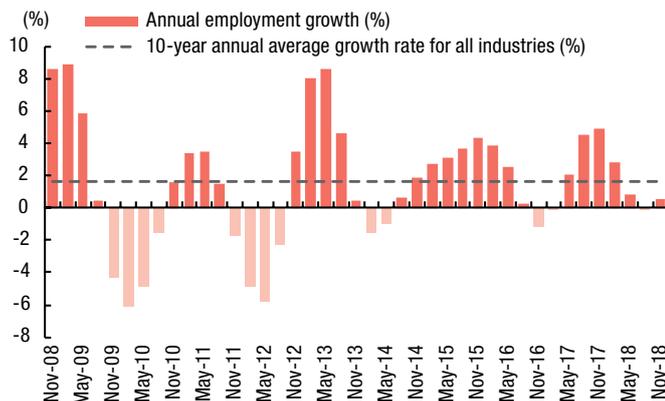
PROJECTED TO GROW BY 4.3% OVER THE FIVE YEARS TO MAY 2023



EDUCATIONAL ATTAINMENT



ANNUAL EMPLOYMENT GROWTH (%)



Many of the top employing occupations in this industry are driving jobs, with Machinery Operators and Drivers accounting for around half of industry employment. Employment growth in this industry has been relatively strong over the past five years (up by 10.9%), primarily driven by strong growth in the Road Transport sector (up by 29.1%, or 66,700 jobs). Jobs growth, though, has slowed over the past year.

TOP EMPLOYING OCCUPATIONS

	This industry	All industries
Truck Drivers	116,400	199,400
Automobile Drivers	53,000	54,800
Bus and Coach Drivers	39,900	46,200
Couriers and Postal Deliverers	39,800	44,500
Storepersons	28,900	126,800

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

The industry's workforce is relatively old, with one in four workers aged 55 years or older, and just 8% aged 15 to 24 years.

Transport, Postal and Warehousing employment is projected to grow by 4.3% over the five years to May 2023 (below the 7.1% growth projected across all industries).

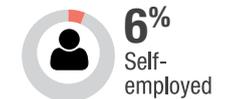
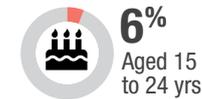
ELECTRICITY, GAS, WATER AND WASTE SERVICES

153,000

EMPLOYED AT NOVEMBER 2018

↑ 1.1% SINCE NOV 2013

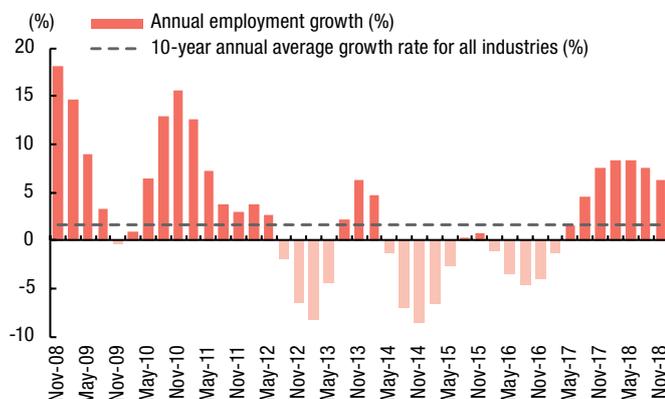
PROJECTED TO GROW BY 4.1% OVER THE FIVE YEARS TO MAY 2023



EDUCATIONAL ATTAINMENT



ANNUAL EMPLOYMENT GROWTH (%)



Electricity, Gas, Water and Waste Services is a small employing industry. Employment in this industry is slightly higher than it was five years ago due to the strong growth over the last two years.

TOP EMPLOYING OCCUPATIONS

	This industry	All industries
Truck Drivers	12,100	199,400
Electrical Distribution Trades Workers	8,400	10,400
Electricians	7,900	145,000
Other Stationary Plant Operators	5,200	29,500
Electrical Engineers	5,100	19,900

This workforce is highly skilled, with 38% having a certificate III or higher vocational qualification and 32% holding a bachelor degree or higher. Only 6% of this workforce is aged 15 to 24 years, reflecting the time it takes to gain the necessary qualifications. Apprentice and trainee numbers in this industry have more than halved over the past decade, but there continue to be some opportunities, with around 4,900 in-training in June 2018.

Employment in the industry is projected to grow by 4.1% over the five years to May 2023 (compared with 7.1% growth projected across all industries).

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

ADMINISTRATIVE AND SUPPORT SERVICES

407,400

EMPLOYED AT NOVEMBER 2018

↑5.0% SINCE NOV 2013

PROJECTED TO GROW BY 6.6% OVER THE FIVE YEARS TO MAY 2023



28% Regional



12% Aged 15 to 24 yrs

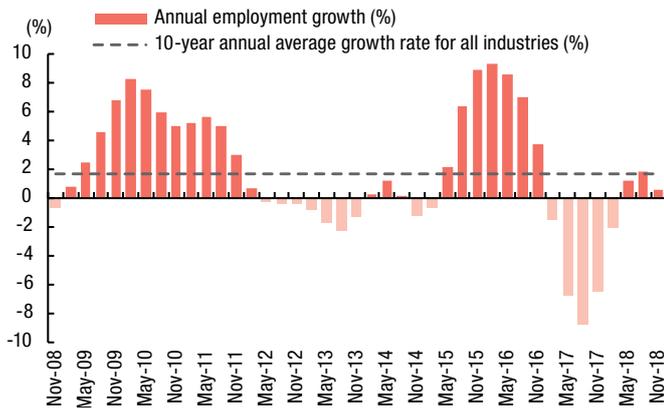


30% Self-employed

EDUCATIONAL ATTAINMENT



ANNUAL EMPLOYMENT GROWTH (%)



This is a relatively small employing industry offering services including travel, office administration, building cleaning, pest control and gardening. Employment in this industry has been quite variable in recent years, with strong growth in 2015 and 2016 followed by falling employment for much of the period since.

TOP EMPLOYING OCCUPATIONS

	This industry	All industries
Commercial Cleaners	77,600	156,500
Human Resource Professionals	28,700	69,600
Domestic Cleaners	28,600	33,500
Gardeners	25,300	69,400
Tourism and Travel Advisers	16,400	18,900

More than 40% of workers do not hold post-school qualifications, so there are good opportunities for entry to the labour market. There are also training opportunities, with around 27,300 apprentices and trainees employed in this industry in June 2018.

Almost one third of workers in the industry are self-employed, and more than 40% work part-time.

Employment in the industry is projected to grow by 6.6% over the five years to May 2023, with almost all growth expected to be in the Building Cleaning, Pest Control and Gardening Services sector.

PUBLIC ADMINISTRATION AND SAFETY

838,500

EMPLOYED AT NOVEMBER 2018

↑11.3% SINCE NOV 2013

PROJECTED TO GROW BY 5.0% OVER THE FIVE YEARS TO MAY 2023



31% Regional



5% Aged 15 to 24 yrs

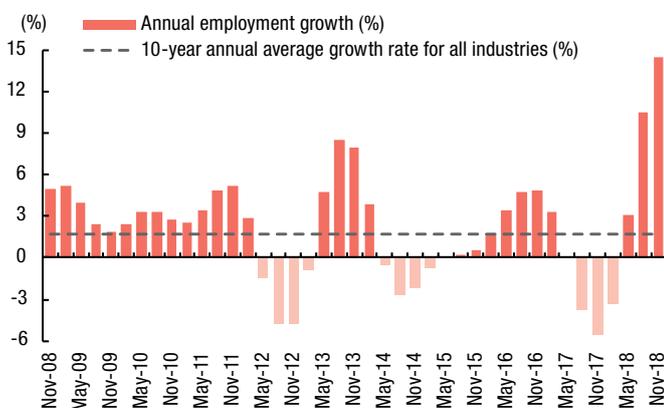


1% Self-employed

EDUCATIONAL ATTAINMENT



ANNUAL EMPLOYMENT GROWTH (%)



Public Administration and Safety includes government administration, and services that maintain or enforce public order and regulations. Employment growth in this industry has been relatively strong over the past five years (up by 11.3%).

TOP EMPLOYING OCCUPATIONS

	This industry	All industries
Police	60,000	63,500
General Clerks	53,000	281,800
Security Officers and Guards	42,100	54,800
Contract, Program and Project Administrators	32,200	131,100
Intelligence and Policy Analysts	22,500	28,200

There was particularly strong employment growth over the past year, with a significant number of jobs added in State Government Administration.

This workforce is relatively skilled (more than three quarters of workers hold post-school qualifications), relatively old (just 5% are aged 15 to 24 years) and full-time work is common (83% of employment).

Public Administration and Safety employment is projected to increase by 5.0% over the five years to May 2023 (compared with 7.1% growth projected across all industries).

Sources: ABS, Labour Force (trend and annual averages of original data); ABS, Education and Work; Department of Jobs and Small Business, Employment Projections; NCVET, Apprentices and Trainees

INFORMATION MEDIA AND TELECOMMUNICATIONS

227,100

EMPLOYED AT NOVEMBER 2018

↑ 16.5% SINCE NOV 2013

PROJECTED TO GROW BY 4.7% OVER THE FIVE YEARS TO MAY 2023



17%
Regional



12%
Aged 15 to 24 yrs

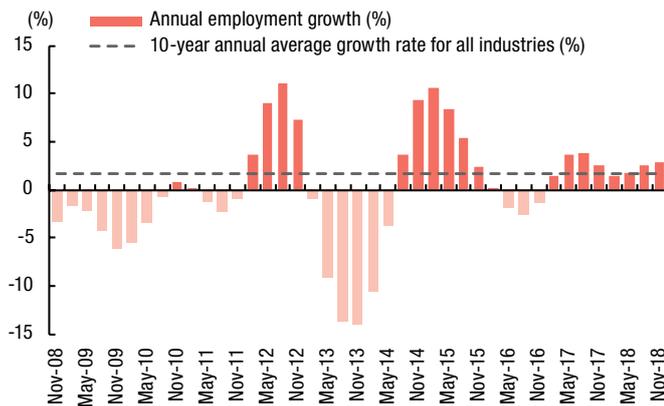


14%
Self-employed

EDUCATIONAL ATTAINMENT



ANNUAL EMPLOYMENT GROWTH (%)



Information Media and Telecommunications is a small employing, but diverse industry that includes businesses engaged in newspaper and Internet publishing, television and radio broadcasting, and telecommunications infrastructure and networks.

TOP EMPLOYING OCCUPATIONS

	This industry	All industries
Telecommunications Trades Workers	18,900	27,700
Journalists and Other Writers	11,800	22,200
Film, Television, Radio and Stage Directors	11,300	14,800
Telecommunications Engineering Professionals	9,100	13,200
ICT Managers	8,000	51,600

Employment is concentrated in metropolitan areas, particularly Sydney and Melbourne. There has been relatively strong employment growth in this industry over the past five years.

The workforce is relatively skilled and post-school qualifications are often required. Around 41% of workers are Professionals, 17% are Technicians and Trades Workers, 14% are Clerical and Administrative Workers, and a further 14% are Managers.

This industry is projected to have below average employment growth over the five years to May 2023 (up by 4.7%, compared with 7.1% across all industries).

RENTAL, HIRING AND REAL ESTATE SERVICES

218,200

EMPLOYED AT NOVEMBER 2018

↑ 10.2% SINCE NOV 2013

PROJECTED TO GROW BY 5.9% OVER THE FIVE YEARS TO MAY 2023



26%
Regional



13%
Aged 15 to 24 yrs

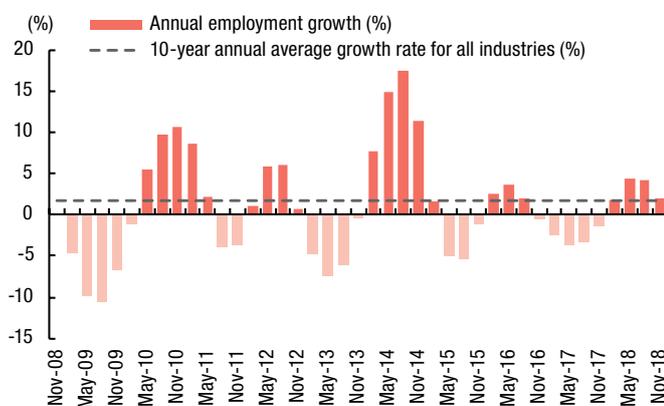


22%
Self-employed

EDUCATIONAL ATTAINMENT



ANNUAL EMPLOYMENT GROWTH (%)



Rental, Hiring and Real Estate Services is a small employing industry. Almost 40% of the workforce are Sales Workers, with Real Estate Agents accounting for a significant share. Full-time work is common (75% work full-time).

TOP EMPLOYING OCCUPATIONS

	This industry	All industries
Real Estate Sales Agents	76,300	89,400
General Clerks	9,300	281,800
Other Hospitality, Retail and Service Managers	9,000	71,100
Land Economists and Valuers	7,200	12,200
Office Managers	7,100	150,700

Post-school qualifications are commonly required in this industry (31% have a certificate III or higher vocational qualification, while 30% hold a bachelor degree or higher).

This industry is projected to have below average employment growth over the five years to May 2023 (up by 5.9%, compared with 7.1% across all industries). Relatively strong employment growth, however, is projected for the Property Operators and Real Estate Services sector (up by 7.6%).

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



MANAGERS

1,581,600 employed

One in four aged 55 years or older

.....

Top employing occupations

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



PROFESSIONALS

3,018,100 employed

More than three quarters hold a bachelor degree or higher qualification

.....

Top employing occupations

1. Registered Nurses
2. Accountants
3. Primary School Teachers



TECHNICIANS AND TRADES WORKERS

1,793,200 employed

84% employed full-time

.....

Top employing occupations

1. Electricians
2. Carpenters and Joiners
3. Motor Mechanics



COMMUNITY AND PERSONAL SERVICE WORKERS

1,322,400 employed

Almost 40% employed in Health Care and Social Assistance

.....

Top employing occupations

1. Aged and Disabled Carers
2. Child Carers
3. Waiters



CLERICAL AND ADMINISTRATIVE WORKERS

1,783,700 employed

Strong growth over the past year (up by 9.2%, or almost 150,000 jobs)

.....

Top employing occupations

1. General Clerks
2. Receptionists
3. Office Managers



SALES WORKERS

1,115,700 employed

40% are aged 15 to 24 years

.....

Top employing occupations

1. General Sales Assistants
2. Checkout Operators and Office Cashiers
3. Real Estate Sales Agents



MACHINERY OPERATORS AND DRIVERS

832,400 employed

82% employed full-time

.....

Top employing occupations

1. Truck Drivers
2. Storepersons
3. Forklift Drivers



LABOURERS

1,232,700 employed

61% do not hold post-school qualifications

.....

Top employing occupations

1. Commercial Cleaners
2. Kitchenhands
3. Building and Plumbing Labourers

OCCUPATION OVERVIEW

What is an occupation?

Occupations are a way of defining and grouping jobs that require the performance of similar or identical sets of tasks. There are eight major occupation groups as defined by the Australian and New Zealand Standard Classification of Occupations (ANZSCO).

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

Few people recognise the wide range of occupations and employment opportunities available in the Australian labour market. The Occupation Matrix on page 45 includes data for around 330 occupations covering the whole labour market. Further information is available at joboutlook.gov.au.

In which occupations do Australians work?

The occupation groups which account for the largest numbers of jobs are

- Professionals (more than 3 million, or almost one in four Australian workers)
- Technicians and Trades Workers (almost 1.8 million)
- Clerical and Administrative Workers (almost 1.8 million).

The specific occupations with the largest job numbers are

- General Sales Assistants (529,700)
- General Clerks (281,800)
- Registered Nurses (278,900).

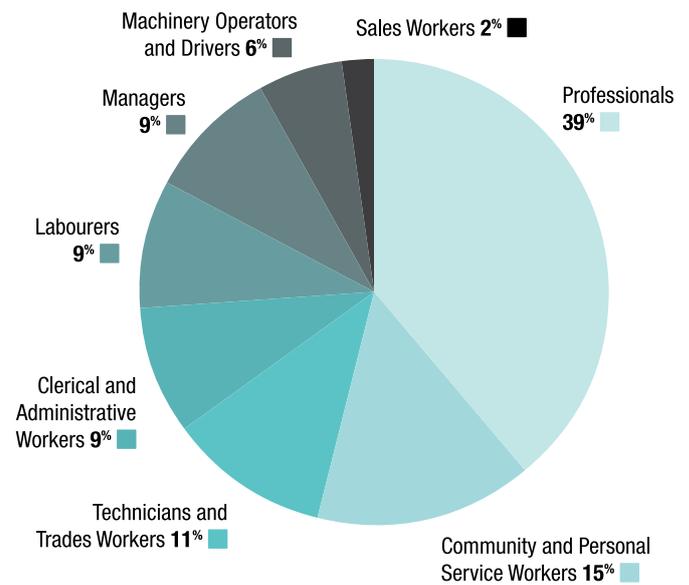
Which occupations have gained or lost jobs?

Employment grew in all major occupation groups over the five years to November 2018. Consistent with the long term trend towards more highly skilled jobs, the largest numbers of new jobs created over the past five years were for Professionals (up by 476,100, or 18.7%, representing 39% of all new jobs).

The specific occupations which recorded the largest numbers of new jobs over the five years to November 2018 were

- General Clerks (up by 55,900)
- Aged and Disabled Carers (47,200)
- Registered Nurses (42,600).

Share of total new jobs, five years to November 2018 (%)



Occupations which recorded the largest employment falls over the past five years were

- Secretaries (down by 22,600)
- Sales Representatives (13,400)
- Metal Fitters and Machinists (9,800).

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, young people account for 40% of Sales Workers.

Specific occupations with the largest numbers of young people are

- General Sales Assistants (263,600 young workers)
- Checkout Operators and Office Cashiers (94,200)
- Waiters (88,000).

Employment by occupation group

Occupation Group	Employment			Employment Profile				Workforce Educational Profile			Projected Employment 5 year change to May 2023
	Employ't Nov 2018	5 year change to Nov 2018		Part-time	Female	Aged 15 to 24 years	Aged 55 years or older	Bachelor degree or higher	Cert III or higher VET qual	No post-school qual	
	'000	'000	%	%	%	%	%	%	%	%	%
Managers	1,581.6	112.0	7.6	14	37	4	25	37	33	26	7.0
Professionals	3,018.1	476.1	18.7	26	55	7	18	76	14	8	10.9
Technicians and Trades Workers	1,793.2	127.7	7.7	16	15	17	15	10	60	25	5.5
Community and Personal Service Workers	1,322.4	179.6	15.7	55	71	25	16	20	44	32	17.5
Clerical and Administrative Workers	1,783.7	114.4	6.9	35	74	10	22	23	31	40	-0.3
Sales Workers	1,115.7	29.0	2.7	59	62	40	13	16	22	56	2.1
Machinery Operators and Drivers	832.4	74.7	9.9	18	10	11	25	8	29	57	4.3
Labourers	1,232.7	113.3	10.1	47	35	24	19	10	24	61	5.5
All Occupations¹	12,694.8	1,242.5	10.8	32	47	15	19	32	31	32	7.1

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, Department of Jobs and Small Business, Employment Projections

MANAGERS

1,581,600

EMPLOYED AT NOVEMBER 2018

↑ **7.6%** SINCE
NOV 2013

**PROJECTED TO GROW BY
7.0%** OVER THE FIVE YEARS
TO MAY 2023



32%
Regional



4%
Aged 15
to 24 yrs

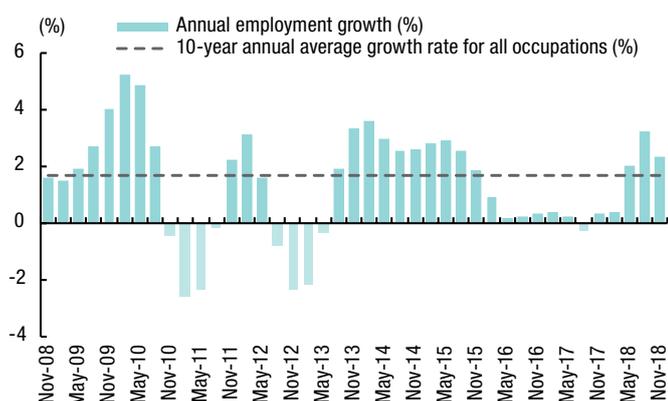


34%
Self-
employed

EDUCATIONAL ATTAINMENT



ANNUAL EMPLOYMENT GROWTH (%)



Managers plan, organise, control and coordinate the operations of government, commercial and other organisations. Most Managers work full-time (86%). Employment has risen by 7.6% over the past five years. Around 112,000 new Manager jobs were created in this period, with the largest numbers being for

- Construction Managers (up by 26,700)
- Supply, Distribution and Procurement Managers (22,100)
- Conference and Event Organisers (13,700).

In which industries do managers work?

Managers work in every industry, but the largest share is in Retail Trade (13%). Other major employing industries include Agriculture, Forestry and Fishing (11%), Accommodation and Food Services (10%) and Manufacturing (9%).

Some Manager occupations are concentrated in specific industries. For example, Café and Restaurant Managers are mainly employed in Accommodation and Food Services. For other Manager occupations, such as General Managers and Human Resource Managers, employment is spread widely across all industries.

TOP EMPLOYING OCCUPATIONS

Retail Managers	240,700
Advertising, Public Relations and Sales Managers	141,200
Construction Managers	104,500
Livestock Farmers	80,800
Other Hospitality, Retail and Service Managers	71,100

Are qualifications or experience required?

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

- The majority of Managers hold post-school qualifications, although this is less common for Farmers and Farm Managers and Hospitality, Retail and Service Managers.
- 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. Just 4% are aged 15 to 24 years, although there are more opportunities for young people in Hospitality, Retail and Service Manager roles (accounting for 9% of this group).

Are there job opportunities?

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

Will there be future opportunities?

Managers often perform a range of non-routine, cognitive duties (such as problem-solving) which are less susceptible to automation with technology. Employment of these workers is projected to grow by 7.0% over the five years to May 2023 (similar to the projected growth across all occupations).

Employment by occupation subgroup, Managers

Occupation subgroup	Employment			Employment Profile				Workforce Educational Profile			Projected Employment
	Employ't Nov 2018	5 year change to Nov 2018	%	Part-time	Female	Aged 15 to 24 years	Aged 55 years or older	Bachelor degree or higher	Cert III or higher VET qual	No post-school qual	5 year change to May 2023
	'000	'000	%	%	%	%	%	%	%	%	%
Chief Executives, General Managers and Legislators	120.5	2.5	2.1	13	30	1	30	46	25	23	4.4
Farmers and Farm Managers	166.0	2.6	1.6	23	26	3	54	12	32	47	-2.8
Specialist Managers	771.6	112.0	17.0	11	35	3	22	48	32	17	10.6
Hospitality, Retail and Service Managers	525.7	31.9	6.5	16	44	9	20	24	36	35	5.3
All Managers¹	1,581.6	112.0	7.6	14	37	4	25	37	33	26	7.0

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

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

PROFESSIONALS

3,018,100

EMPLOYED AT NOVEMBER 2018

↑18.7% SINCE NOV 2013

PROJECTED TO GROW BY 10.9% OVER THE FIVE YEARS TO MAY 2023



23%
Regional

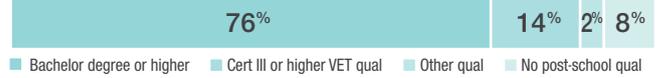


7%
Aged 15 to 24 yrs

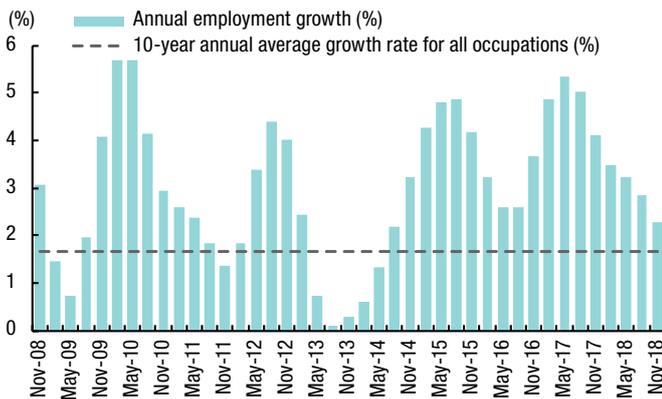


15%
Self-employed

EDUCATIONAL ATTAINMENT



ANNUAL EMPLOYMENT GROWTH (%)



Professionals is the largest employing occupation group in Australia (accounting for almost one in every four workers). This group recorded the largest employment growth of any group over the past five years (up by 476,100 or 18.7%). Significant numbers of jobs were created for

- Registered Nurses (up by 42,600)
- Software and Applications Programmers (37,900)
- Advertising and Marketing Professionals (26,700)

There are marked differences in the representation of men and women across occupations in the Professionals group. Around 74% of Health Professionals and 73% of Education Professionals are female, but 83% of ICT Professionals are male.

Are qualifications required?

Most Professional jobs require a bachelor degree or higher qualification (76% of Professionals have this level of qualification), so university study is the main pathway for employment. Reflecting the time it takes to gain the relevant qualifications, a relatively low proportion of Professionals are aged 15 to 24 years.

TOP EMPLOYING OCCUPATIONS

Registered Nurses	278,900
Accountants	188,400
Primary School Teachers	164,700
Secondary School Teachers	133,000
Software and Applications Programmers	123,200

In which industries do Professionals work?

Around two thirds of Professionals are employed across just three industries: Health Care and Social Assistance (24% of Professional employment), Education and Training (21%), and Professional, Scientific and Technical Services (20%).

Are there job opportunities?

In line with the recent employment growth, the number of vacancies advertised on the Internet for Professionals has risen strongly over the past five years (up by almost 50%).

While the demand for these workers is rising, the supply of university educated Australians is also increasing, with higher education enrolments up by 43% over the past decade. Accordingly, for some Professional occupations, there are now large numbers of qualified applicants vying for job vacancies.

There are signs, however, that employers are beginning to have more difficulty finding the Professionals they need, creating opportunities for job seekers. Following weakening employment outcomes over much of the past decade, bachelor degree graduates have been finding it easier to secure employment in recent years (see page 38).

Will there be future opportunities?

Professionals employment is projected to grow strongly over the five years to May 2023 (up by 10.9%), with particularly strong growth expected for Health Professionals and ICT Professionals.

Employment by occupation subgroup, Professionals

Occupation subgroup	Employment			Employment Profile				Workforce Educational Profile			Projected Employment
	Employ't Nov 2018 '000	5 year change to Nov 2018 '000	%	Part-time %	Female %	Aged 15 to 24 years %	Aged 55 years or older %	Bachelor degree or higher %	Cert III or higher VET qual %	No post-school qual %	5 year change to May 2023 %
Arts and Media Professionals	109.3	18.3	20.1	37	49	10	18	56	18	22	4.0
Business, Human Resource and Marketing Professionals	725.2	129.4	21.7	19	50	6	16	69	16	13	7.9
Design, Engineering, Science and Transport Professionals	436.7	55.8	14.6	17	33	9	16	74	17	8	8.1
Education Professionals	582.3	81.5	16.3	33	73	8	21	84	9	6	8.9
Health Professionals	625.4	112.6	21.9	37	74	7	21	83	13	2	16.3
ICT Professionals	291.0	69.4	31.4	8	17	5	10	72	14	12	16.0
Legal, Social and Welfare Professionals	244.3	31.8	15.0	31	65	4	24	80	13	7	13.0
All Professionals¹	3,018.1	476.1	18.7	26	55	7	18	76	14	8	10.9

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 Jobs and Small Business, Employment Projections; Department of Jobs and Small Business, Internet Vacancy Index; Department of Jobs and Small Business, Skill Shortage Research; Department of Education and Training, Higher Education Statistics; QILT, Graduate Outcomes Survey

TECHNICIANS AND TRADES WORKERS

1,793,200

EMPLOYED AT NOVEMBER 2018

↑ **7.7%** SINCE
NOV 2013

**PROJECTED TO GROW BY
5.5% OVER THE FIVE YEARS
TO MAY 2023**



35%
Regional



17%
Aged 15
to 24 yrs

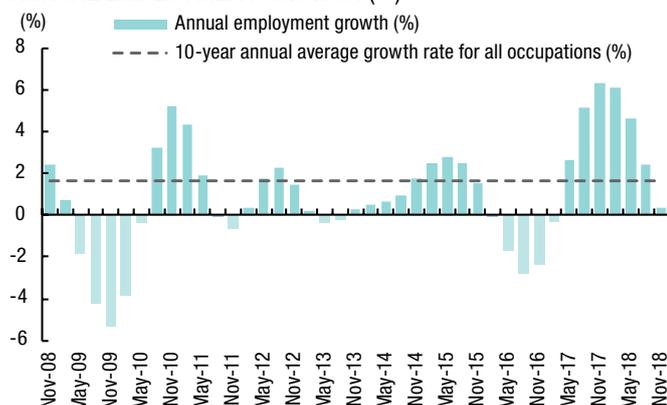


24%
Self-
employed

EDUCATIONAL ATTAINMENT



ANNUAL EMPLOYMENT GROWTH (%)



Technicians and Trades Workers undertake a variety of skilled tasks, applying technical, trade or industry specific knowledge in construction, manufacturing, scientific, engineering and other activities. Around 1.8 million Australians are employed in this group, with more than a third in regional areas. More than 125,000 jobs have been added over the past five years, with a significant number created for Construction Trades Workers (46,000).

A relatively large proportion of this group are self-employed (24%), particularly Construction Trades Workers (46%). Full-time work is common and most workers in this group are male. Some occupations, however, have large shares of female workers, such as Veterinary Nurses (91%) and Medical Technicians (70%).

In which industries are Technicians and Trades Workers employed?

Construction accounts for the largest share of these workers (33%), followed by Manufacturing (14%) and Other Services (which includes automotive repair and maintenance) (13%).

TOP EMPLOYING OCCUPATIONS

Electricians	145,000
Carpenters and Joiners	134,600
Motor Mechanics	108,500
Metal Fitters and Machinists	107,700
Chefs	103,800

Are qualifications required?

Around 60% of these workers hold a certificate III or higher vocational qualification, with apprenticeships and traineeships providing a key training pathway for many occupations in this group. There were 173,200 trade apprentices and trainees in-training in June 2018. This number has fallen by 17% over the past five years, limiting the potential new supply of skilled workers.

Are there job opportunities?

The number of vacancies advertised on the Internet for Technicians and Trades Workers has risen strongly over the past five years.

Reflecting the strong demand for these workers in recent years, along with the subdued training numbers, shortages are now apparent in a number of trade occupations.

Will there be future opportunities?

The tasks performed in this group are diverse. Some are routine, manual tasks which may be susceptible to automation, although many occupations involve non-routine or unpredictable duties which are more difficult to automate. Technicians and Trades Workers employment is projected to grow by 5.5% over the five years to May 2023, although there is marked disparity between occupation subgroups. Above average growth is projected for Food Trades Workers (up by 14.2%) and Skilled Animal and Horticultural Workers (11.6%).

Employment by occupation subgroup, Technicians and Trades Workers

Occupation subgroup	Employment			Employment Profile				Workforce Educational Profile			Projected Employment
	Employ't Nov 2018	5 year change to Nov 2018	%	Part-time	Female	Aged 15 to 24 years	Aged 55 years or older	Bachelor degree or higher	Cert III or higher VET qual	No post-school qual	5 year change to May 2023
	'000	'000	%	%	%	%	%	%	%	%	%
Engineering, ICT and Science Technicians	274.9	42.3	18.2	14	25	8	17	31	48	19	7.1
Automotive and Engineering Trades Workers	370.2	-4.7	-1.3	5	1	17	16	5	72	19	1.3
Construction Trades Workers	406.9	46.0	12.8	10	1	22	12	3	59	34	6.5
Electrotechnology and Telecommunications Trades Workers	231.6	4.9	2.1	8	2	17	13	7	68	20	1.1
Food Trades Workers	200.1	40.1	25.1	29	32	18	12	12	57	26	14.2
Skilled Animal and Horticultural Workers	124.8	3.7	3.1	33	29	18	21	9	46	38	11.6
Other Technicians and Trades Workers	188.3	5.7	3.1	33	46	14	19	6	65	25	1.5
All Technicians and Trades Workers¹	1,793.2	127.7	7.7	16	15	17	15	10	60	25	5.5

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

Sources: ABS, Labour Force (trend and annual averages of original data); ABS, Education and Work; ABS, Australian and New Zealand Standard Classification of Occupations; Department of Jobs and Small Business, Employment Projections; Department of Jobs and Small Business, Internet Vacancy Index; Department of Jobs and Small Business, Skill Shortage Research; NCVET, Apprentices and Trainees

COMMUNITY AND PERSONAL SERVICE WORKERS

1,322,400

EMPLOYED AT NOVEMBER 2018

↑ 15.7% SINCE NOV 2013

PROJECTED TO GROW BY 17.5% OVER THE FIVE YEARS TO MAY 2023



34%
Regional



25%
Aged 15 to 24 yrs

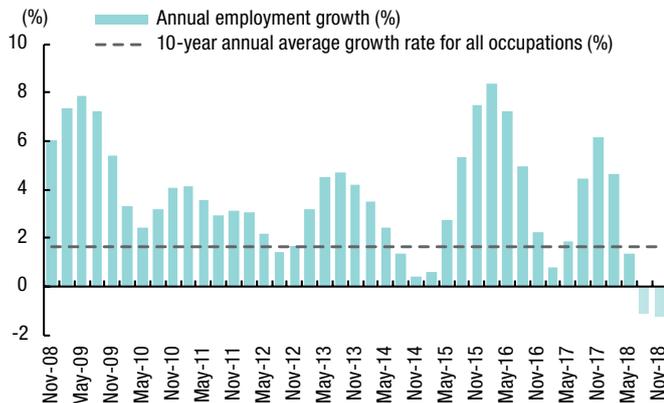


9%
Self-employed

EDUCATIONAL ATTAINMENT



ANNUAL EMPLOYMENT GROWTH (%)



Community and Personal Service Workers provide a wide range of services in areas including aged and disability care, health and social welfare, child care, hospitality, policing, tourism and sports. Employment is largely concentrated in two industries, with 39% employed in Health Care and Social Assistance and 19% in Accommodation and Food Services.

This group is female dominated (71%) and part-time employment is common (55%), although there are differences by subgroup. For example, Protective Service Workers (which includes Police, Fire and Emergency Workers and Security Officers and Guards) are predominantly male (79%) and a relatively low proportion work part-time (13%).

Employment has risen

There has been strong employment growth in this group over the past five years (up by 15.7%, or 179,600 new jobs), although employment has fallen slightly in the past year. In the past five years, a significant number of jobs were created for Carers and Aides (up by 90,600), which includes Aged and Disabled Carers (47,200 new jobs), reflecting the strong demand for carers as Australia's population ages.

TOP EMPLOYING OCCUPATIONS

Aged and Disabled Carers	175,900
Child Carers	143,900
Waiters	129,500
Bar Attendants and Baristas	105,500
Education Aides	102,100

Are qualifications required?

Entry pathways are varied, reflecting the diverse range of services provided by workers in this group. Around 44% of workers have a certificate III or higher vocational qualification, 32% do not hold a post-school qualification and 20% have a bachelor degree or higher.

Health and Welfare Support Workers is the most highly educated subgroup, with almost 90% holding post-school qualifications.

Are there job opportunities?

The number of vacancies advertised online for Community and Personal Service Workers has increased strongly over the past five years (up by 36%).

Some occupations in this group provide good entry level employment opportunities. For example, young workers (aged 15 to 24 years) account for 57% of Hospitality Workers and post-school study is often not required for these jobs.

Will there be future opportunities?

Jobs in this group typically require skills that are less likely to be automated with technology (such as interpersonal and communication skills).

Employment in this group is projected to grow strongly over the five years to May 2023 (up by 17.5%), with particularly strong growth projected for Carers and Aides (23.6%).

Employment by occupation subgroup, Community and Personal Service Workers

Occupation subgroup	Employment			Employment Profile				Workforce Educational Profile			Projected Employment
	Employ't Nov 2018	5 year change to Nov 2018	%	Part-time	Female	Aged 15 to 24 years	Aged 55 years or older	Bachelor degree or higher	Cert III or higher VET qual	No post-school qual	5 year change to May 2023
	'000	'000	%	%	%	%	%	%	%	%	%
Health and Welfare Support Workers	133.5	16.9	14.5	39	74	5	22	33	51	12	12.7
Carers and Aides	549.8	90.6	19.7	60	86	16	21	18	58	20	23.6
Hospitality Workers	285.4	37.6	15.2	73	70	57	6	13	18	64	13.8
Protective Service Workers	153.8	8.1	5.5	13	21	9	16	23	42	28	8.7
Sports and Personal Service Workers	198.7	28.8	16.9	58	66	29	15	22	37	35	16.7
All Community and Personal Service Workers¹	1,322.4	179.6	15.7	55	71	25	16	20	44	32	17.5

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

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

CLERICAL AND ADMINISTRATIVE WORKERS

1,783,700

EMPLOYED AT NOVEMBER 2018

↑ **6.9%** SINCE NOV 2013

PROJECTED TO FALL BY **0.3%** OVER THE FIVE YEARS TO MAY 2023



28%
Regional



10%
Aged 15 to 24 yrs

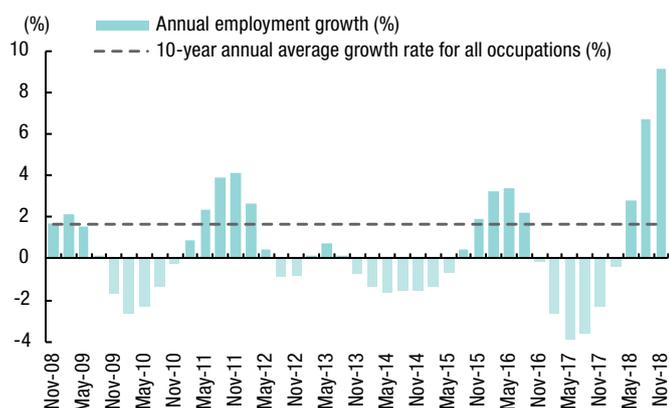


10%
Self-employed

EDUCATIONAL ATTAINMENT



ANNUAL EMPLOYMENT GROWTH (%)



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

TOP EMPLOYING OCCUPATIONS

General Clerks	281,800
Receptionists	179,600
Office Managers	150,700
Accounting Clerks	131,700
Contract, Program and Project Administrators	131,100

Employment in this group has risen over the past five years (up by 6.9%, or 114,400 new jobs), influenced by particularly strong growth in the past year.

The number of jobs advertised on the Internet for these workers has also increased (up by 30% over the past five years), but remains around half the peak recorded in 2007.

There are opportunities in this group for workers who do not hold post-school qualifications, with 40% of this group not having completed such study.

Employment in this group is projected to fall slightly over the five years to May 2023 (down by 0.3%).

SALES WORKERS

1,115,700

EMPLOYED AT NOVEMBER 2018

↑ **2.7%** SINCE NOV 2013

PROJECTED TO GROW BY **2.1%** OVER THE FIVE YEARS TO MAY 2023



31%
Regional



40%
Aged 15 to 24 yrs

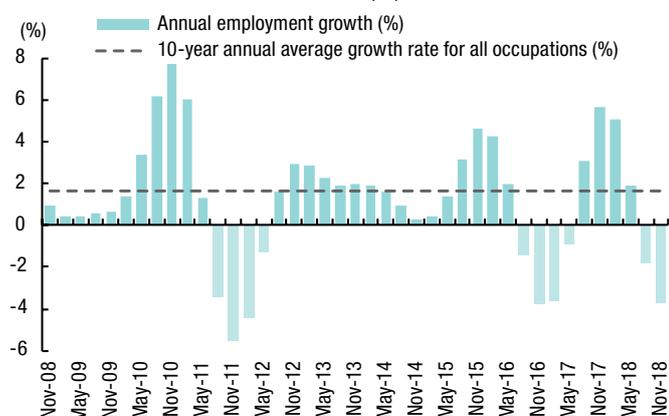


8%
Self-employed

EDUCATIONAL ATTAINMENT



ANNUAL EMPLOYMENT GROWTH (%)



Sales Workers sell goods, services and property, and provide sales support. A large share of these workers are employed in Retail Trade (60%). While employment in this occupation group declined over the year to November 2018, there are still more jobs than five years ago (up by 2.7%).

TOP EMPLOYING OCCUPATIONS

General Sales Assistants	529,700
Checkout Operators and Office Cashiers	145,100
Real Estate Sales Agents	89,400
Sales Representatives	84,300
Retail Supervisors	38,500

The number of Sales Worker vacancies advertised on the Internet has fallen over the last five years (down by 3%), although these positions are often advertised in other media and through informal methods, while some vacancies are filled through applicants approaching employers for work.

Less than half the people employed in this group have post-school qualifications and the workforce is relatively young (40% are aged 15 to 24 years). These jobs are often people's first employment and the seven day a week trading of many retail stores creates part-time employment opportunities for students (59% of jobs are part-time).

Sales Workers employment is projected to have modest employment growth over the five years to May 2023 (up by 2.1%).

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 Jobs and Small Business, Internet Vacancy Index; Department of Jobs and Small Business, Employment Projections

MACHINERY OPERATORS AND DRIVERS

832,400

EMPLOYED AT NOVEMBER 2018

↑9.9% SINCE NOV 2013

PROJECTED TO GROW BY 4.3% OVER THE FIVE YEARS TO MAY 2023



36%
Regional

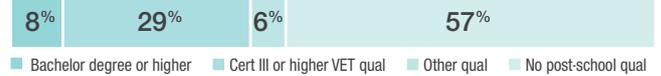


11%
Aged 15 to 24 yrs

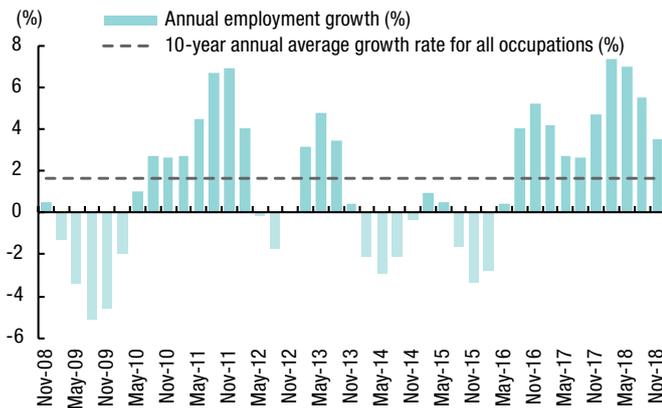


11%
Self-employed

EDUCATIONAL ATTAINMENT



ANNUAL EMPLOYMENT GROWTH (%)



There have been 74,700 new jobs added in this group over the past five years, with particularly strong growth experienced over the last three years.

TOP EMPLOYING OCCUPATIONS

Truck Drivers	199,400
Storepersons	126,800
Forklift Drivers	68,400
Delivery Drivers	60,900
Drillers, Miners and Shot Firers	57,100

The number of vacancies advertised on the Internet for these workers is 19% higher than it was five years ago, but remains almost half the level recorded in 2008.

Post-school qualifications are often not essential to gain employment in this group, but tickets or licences are mandatory for many positions.

This occupation group is mostly male and the age profile is relatively old (one in four workers is aged 55 years or older).

Employment in this group is projected to grow by 4.3% over the five years to May 2023 (below the 7.1% growth projected across all occupations).

LABOURERS

1,232,700

EMPLOYED AT NOVEMBER 2018

↑10.1% SINCE NOV 2013

PROJECTED TO GROW BY 5.5% OVER THE FIVE YEARS TO MAY 2023



40%
Regional

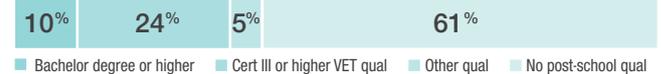


24%
Aged 15 to 24 yrs

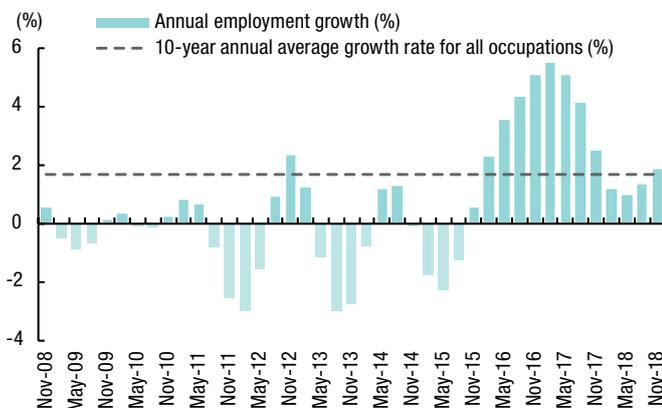


15%
Self-employed

EDUCATIONAL ATTAINMENT



ANNUAL EMPLOYMENT GROWTH (%)



Labourers perform a variety of routine and repetitive physical tasks. Some Labourer jobs require physical fitness (like Building and Plumbing Labourers) but not all involve heavy work (for example, Fast Food Cooks).

TOP EMPLOYING OCCUPATIONS

Commercial Cleaners	156,500
Kitchenhands	136,100
Building and Plumbing Labourers	71,800
Packers	67,600
Other Miscellaneous Labourers	66,000

There has been relatively strong employment growth in this group in recent years. Over the past five years, 113,300 new Labourer jobs were created. While Internet vacancy numbers for these workers are at historically low levels, Labourer jobs are often advertised informally with many being filled by applicants approaching the employer directly.

Jobs in this group do not generally require post-school qualifications, a large share of Labourers are aged 15 to 24 years and part-time work is common, suggesting there are good opportunities for young people to gain work experience or combine work with study.

Labourers employment is projected to grow by 5.5% over the five years to May 2023.

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 Jobs and Small Business, Internet Vacancy Index; Department of Jobs and Small Business, Employment Projections

JOBS IN THE FUTURE OVERVIEW

What major changes are likely to affect the labour market?

Labour markets are complex and there are many different ways in which new developments can have an impact. Some of these developments we know about or can anticipate today, while others are yet to appear.

For example, we know that the population is ageing and Australians are working longer before retirement. Around one in five Australians is expected to be 65 years or older by 2035, up from one in every six in 2015. Between 2007 and 2017, the proportion of those 65 years or older who were employed rose to 13% (up by 4 percentage points). These and other demographic changes mean that the goods and services needed in the Australian economy will also change and a more diverse labour force will be required to deliver them.

Another key trend which has been frequently discussed is the increasing use of technology and automation. People often ask how this will affect them and their job, and whether they will be replaced by a robot.

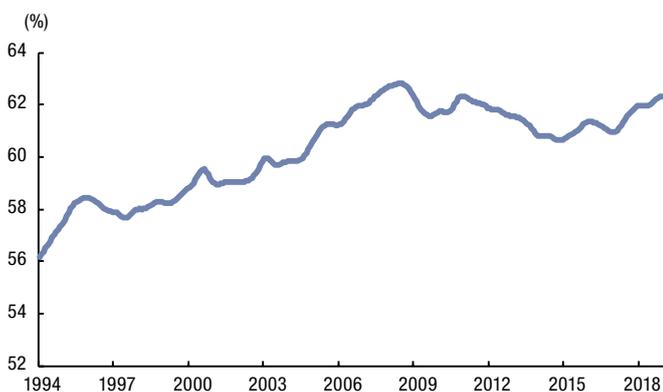
Is automation affecting existing jobs?

The jobs which are easiest to automate are those which are routine, following explicit rules which could easily be specified in computer code for execution by machines.

The proportion of people employed in such jobs is decreasing. For example, factories and assembly lines have become increasingly automated, reducing the need for Factory and Process Workers in the Manufacturing industry.

Importantly, automation has not led to a widespread absence of jobs. Indeed, despite the rapid pace of technological change over the past quarter of a century, the proportion of Australia's population in employment has increased.

Employment to population ratio (%), Australia, 1994-2018



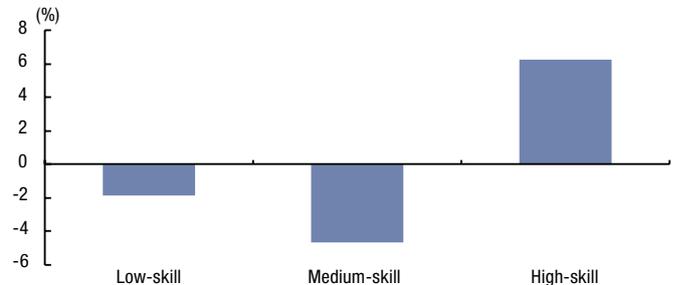
Are the skill levels required for jobs changing?

Over the past two decades, there has been a significant shift away from medium-skill jobs towards higher-skill jobs.

One explanation for this is that the increasing use of technology has led to the automation of routine tasks which, whether mental or physical, were previously the domain of medium-skill workers. Meanwhile, technology may complement the type of non-routine knowledge-based work undertaken by higher-skill workers, improving their productivity and hence the demand for such workers.

There has also been a decline in lower-skill jobs, although this has not been as pronounced. Such workers may be undertaking tasks that, to date, have not been automated because, for example, they involve non-routine physical work in unpredictable environments or they have a significant component of human interaction.

Change in share of employment, by skill level, 2001 to 2016 (%)



What does the research say about the future impact of technological change?

Some research has suggested that many jobs are at risk of automation, generating significant concern about the future of jobs. More recent research, however, suggests it is not likely that entire occupations will be automated. Specific tasks within each occupation may be susceptible to automation, and the task (and skill) requirements of jobs may therefore change. One recent study found that, on average across 21 OECD countries, around 9% of jobs face a high risk of automation. It is important to realise that

- not all such jobs will be automated, because it may be costly or difficult to do so
- workers can adapt by upgrading their skills
- new opportunities will arise from the use of technology.

What new opportunities might be created by technological change?

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

Technological change may also increase workers' ability to participate in the labour market. For instance, assistive technologies may expand the range of opportunities available to a person with disability, or allow some jobs to be done remotely rather than requiring someone to be physically present.

What does this mean for workers and job seekers?

The labour market of the future is one in which workers will need a range of complex skills. Having the ability to gain new skills and apply existing skills to new contexts will be critical to success in the changing labour market. A recent survey by the World Economic Forum found employers thought that, by 2022, more than half of all current employees would require significant reskilling or upskilling.

With continuing improvements in technology affecting the labour market and society more broadly, workers will need both technological skills and the ability to apply other skills, such as problem-solving, in a technology-rich context. Developing skills such as creativity, complex judgement, social interaction, emotional intelligence and other interpersonal skills will leave job seekers well placed in the decades ahead. Jobs involving these skills are likely to grow, and are less likely to be overtaken by advances in automation and artificial intelligence.

SKILLS FOR THE FUTURE

How can job seekers find out more about the skills employers are seeking?

There are many places to find information about employer expectations and ways to enter the labour market, including this publication. For example, you can consult Australian Government websites such as joboutlook.gov.au (see page 43) and lmip.gov.au, as well as a range of other resources (see page 51).

The skills and qualities employers are looking for will continue to evolve over time, so it is important to continuously seek out information from a range of sources to give yourself the best chance to succeed in the labour market.

What types of skills will be in demand in the near future?

There have been many different attempts to identify the skills which are likely to be in demand in the near future. The list below shows some of the skills most frequently identified by Australian companies in a recent survey conducted by the World Economic Forum. These skills are highly transferable, meaning they will be valued by many different employers across a range of industries and roles.

EMERGING SKILLS

- Creativity, originality and initiative
- Analytical thinking and innovation
- Active learning
- Technology design and programming
- Complex problem-solving
- Critical thinking and analysis
- Leadership and social influence
- Emotional intelligence
- Reasoning
- Resilience, stress tolerance and flexibility

How is big data affecting the information available to job seekers?

Advances in the technology available to collect, process and analyse large datasets are leading to the emergence of additional sources of information for job seekers. For example, some organisations have been developing tools to collect information from online job postings, or to crowdsource information about education, employment and wages.

While the analysis and use of these datasets is still relatively new, they can provide a useful complementary source of data alongside more traditional sources of labour market information.

What sort of information is being generated by big data?

One example of this information can be seen in recent work undertaken by the National Centre for Vocational Education Research (NCVER). NCVER conducted a preliminary analysis of data from Burning Glass, an organisation which collects and aggregates online job advertisements. The two case studies on the right show the types of information that might be extracted from such a dataset.

Case study: Hospitality Workers

The graph below shows part of an analysis of employability skills in online advertisements for Hospitality Workers.

It shows that employers more frequently mentioned skills such as multi-tasking, and personal qualities such as being energetic, than employers advertising for other workers. If you are considering entering the hospitality sector, you will need to think about ways you can show employers these particular skills and qualities in applications, interviews and work trials.

Selected employability skills mentioned in online job postings, Hospitality Workers and all postings (%)



Case study: Personal Care and Support Workers

The chart below shows the top ten employability skills requested in online job postings for Personal Care Assistants or Aged and Disabled Carers.

Communication skills are critical for these occupations, with nearly half of the job advertisements mentioning them. Organisational, time management and computer skills are also frequently mentioned, suggesting these are good skills to develop and present to prospective employers if you are thinking about entering these occupations.

Top employability skills mentioned in online job postings, Personal Care and Support Workers (%)



Sources: World Economic Forum, The Future of Jobs Report, 2018; NCVER, Internet job postings: preliminary analysis

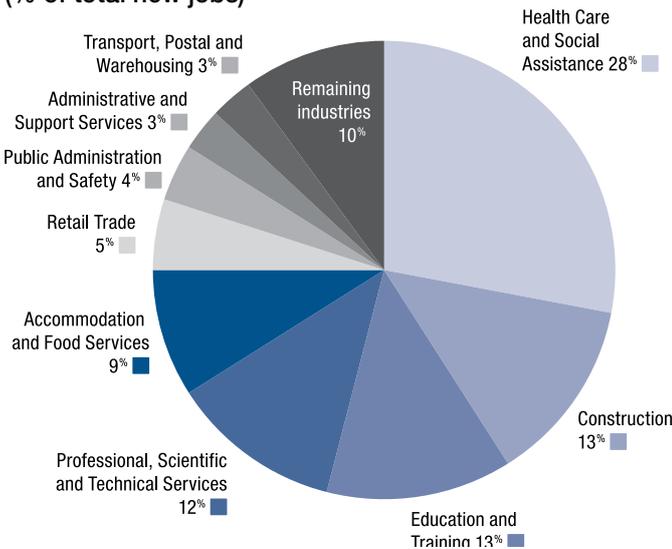
INDUSTRY OUTLOOK

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

Employment is projected to rise in 17 of the 19 industries over the five years to May 2023. Around two thirds of new jobs during this period are expected to come from four industries.

1. Health Care and Social Assistance (up by 250,300, or 14.9%).
2. Construction (118,800, or 10.0%).
3. Education and Training (113,000, or 11.2%).
4. Professional, Scientific and Technical Services (106,600, or 10.2%).

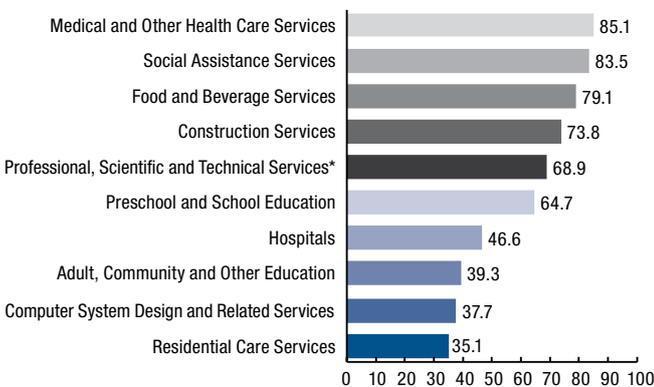
Projected employment growth, industry share (% of total new jobs)*



* These shares are calculated on the total new jobs projected to be created over the five years to May 2023. They exclude the projected falls for Wholesale Trade and Agriculture, Forestry and Fishing.

The chart below provides more disaggregated information about where the new jobs are projected to be. It highlights the importance of service jobs to future employment growth and shows that this growth is likely to create diverse opportunities.

Largest projected employment gains by industry subdivision ('000)



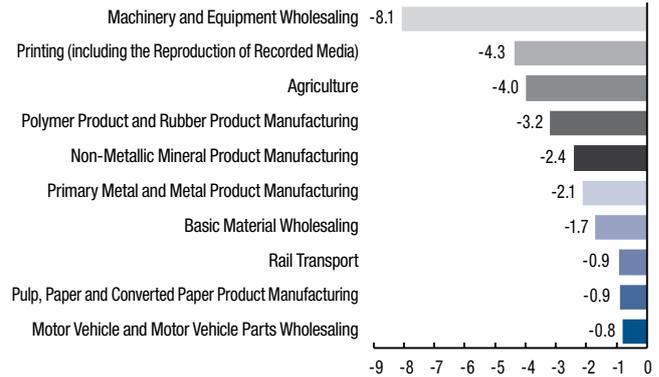
* Except Computer System Design and Related Services

Which industries will decline over the next five years?

Employment is projected to fall in Wholesale Trade (down by 9,700, or 2.7%) and Agriculture, Forestry and Fishing (1,400, or 0.4%).

The 10 industry subdivisions that are projected to record the largest falls in employment include some in Wholesale Trade and Agriculture, Forestry and Fishing but, notably, employment in a number of Manufacturing subsectors is also projected to fall.

Largest projected employment falls by industry subdivision ('000)



Falling employment in Machinery and Equipment Wholesaling is expected to drive much of the decline in Wholesale Trade jobs.

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

A number of subsectors in the Manufacturing industry are projected to record employment gains over the next five years, offsetting the declines mentioned above. The largest projected rises are in

- Fabricated Metal Product Manufacturing (up by 7,200, or 10.6%)
- Furniture and Other Manufacturing (4,600, or 6.8%)
- Basic Chemical and Chemical Product Manufacturing (3,900, or 6.7%).

Will the projected future growth provide opportunities for young people?

The industries with the youngest workforces are Accommodation and Food Services and Retail Trade. Between them, these industries are projected to add 129,000 new jobs over the five years to May 2023, and every subsector within these industries is projected to record an increase in employment.

Relatively few young workers are employed in the industries that are projected to have a reduction in employment.

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

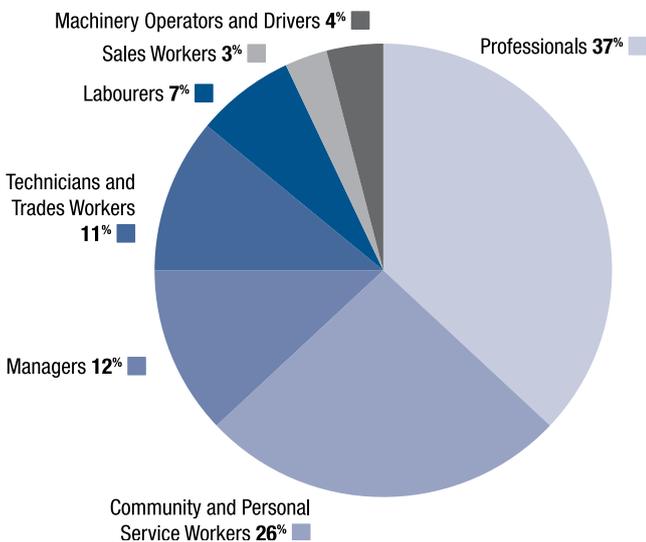
OCCUPATION OUTLOOK

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

More than one third of new employment is expected to be for Professionals (up by 325,800, or 10.9%). With the strong growth expected in the Health Care and Social Assistance industry and the increasing importance of computing and technology, it is not surprising that Health Professionals (up 16.3%, or 99,400 new jobs) and ICT Professionals (16.0%, or 44,000) are projected to have particularly strong growth.

The Health Care and Social Assistance industry is also driving the employment growth of Community and Personal Service Workers, which is projected to provide around one quarter of new jobs in the next five years. Within this occupation group, there is projected to be a significant number of new jobs for Carers and Aides (up by 129,100, or 23.6%). Hospitality Workers are projected to contribute the next largest number of new jobs in this group (40,100).

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



* These shares are calculated on the total new jobs projected to be created over the five years to May 2023. They exclude the projected fall for Clerical and Administrative Workers.

The chart below provides more disaggregated information about where the new jobs will be. It shows the breadth of opportunities likely to be created for Professionals and Community and Personal Service Workers.

Largest projected employment gains by subgroup ('000)

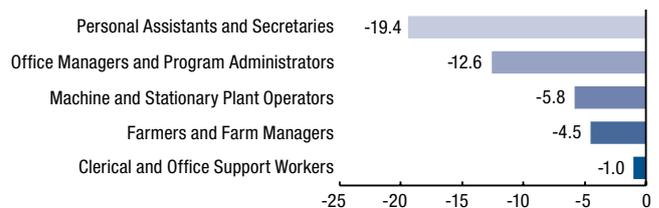


OCCUPATIONS PROJECTED TO ADD THE LARGEST NUMBERS OF NEW JOBS OVER THE FIVE YEARS TO MAY 2023	PROJECTED GROWTH
Aged and Disabled Carers	69,200
Registered Nurses	51,400
Child Carers	27,600
Software and Applications Programmers	25,500
Waiters	21,800
Education Aides	18,800
Chefs	16,800
Primary School Teachers	16,300
Kitchenhands	16,100
Advertising, Public Relations and Sales Managers	14,300

Which occupations will decline over the next five years?

Clerical and Administrative Workers is the only occupation group in which employment is projected to decline. The chart below shows the five occupation subgroups in which employment is projected to fall over the five years to May 2023.

Projected employment falls by subgroup ('000)



Declines in the employment of Personal Assistants and Secretaries, and of Office Managers and Program Administrators, are expected to drive the overall decline in Clerical and Administrative Workers. The decline in the Agriculture employment (see page 34) is expected to lead to falling employment for Farmers and Farm Managers.

Will there be opportunities for young people?

Young people do not form a large part of the Professionals workforce, given the long lead training times that are often required for these occupations. Around a quarter of Community and Personal Services Workers, however, are aged 15 to 24 years, and young people are well represented in growing occupation subgroups such as Hospitality Workers (where they form 57% of the workforce) and Sports and Personal Service Workers (29%).

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

Most of the projected jobs growth over the five years to May 2023 is in the more highly skilled occupation groups (Managers, Professionals, Technicians and Trades Workers and Community and Personal Service Workers). Jobs in these groups often require post-school qualifications attained through Vocational Educational and Training or higher education (see pages 36 to 38).

Post-school qualifications are generally beneficial in terms of getting a job, although there will continue to be opportunities for those who have not completed post-school study (see page 36).

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

EDUCATION AND EMPLOYMENT

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

If you are considering gaining additional qualifications, there are two main training pathways for you to consider.

- The Vocational Education and Training (VET) system develops workplace-specific skills and knowledge by delivering nationally recognised training. VET includes publicly owned TAFE institutes, private providers (including enterprise and industry providers), community organisations and schools. It provides training for a vast array of occupations, including highly skilled trades and many other fast growing occupations.
- Australia's higher education system is made up of universities and other institutions that offer undergraduate degrees and higher qualifications. Higher education is the pathway to a range of jobs, including the most highly skilled Professional occupations.

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

Educational attainment is rising

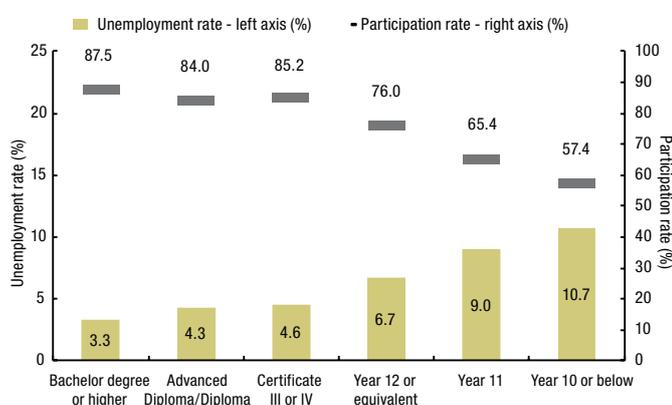
The majority of employment growth over the past five years has been in occupations that generally require post-school qualifications (either VET or higher education). This is a long-term trend that is expected to continue, with the vast majority of jobs growth over the next five years projected to be in higher skilled occupations (see page 35).

Consistent with this, the number of people undertaking tertiary training has increased and more of the workforce now hold post-school qualifications. In 2018, 61.4% of Australians aged 15 to 64 years held post-school qualifications (up from 53.9% in 2008). The growth has been for both VET and higher education qualifications.

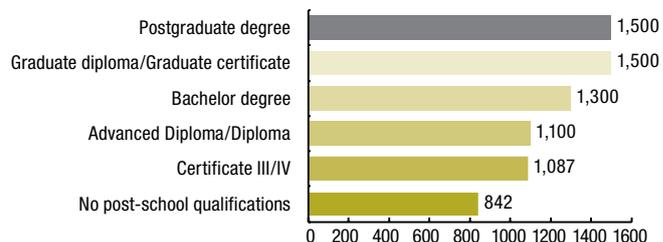
Post-school qualifications are beneficial in today's jobs market

People with higher level qualifications generally have better employment outcomes than those who have not completed further training after leaving school. The chart below highlights this.

Labour market outcomes by highest level of educational attainment, 2018 (%)



Median weekly earnings in main job, by highest level of post-school qualification, 2018 (\$)



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

What if I don't complete further education?

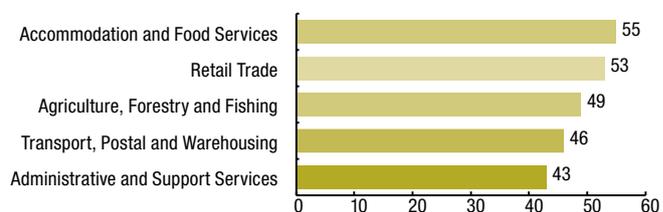
There are still job opportunities if you decide that post-school education is not right for you. The option of further study will also be available later if you change your mind or your circumstances alter. Tertiary study is not just for young people, with thousands of people studying in their 30s or older.

Although most new jobs created in recent years (and those expected in the future) are in skilled occupations, there will continue to be large numbers of jobs in lower skilled occupations (that is, jobs which do not usually require post-school qualifications). In addition, lower skilled occupations generally have higher turnover rates than those which require post-school qualifications, and many job openings are available each year across all industries.

Significant proportions of Labourers (61%), Machinery Operators and Drivers (57%) and Sales Workers (56%) do not hold post-school qualifications. This includes occupations like General Sales Assistants, Waiters, Checkout Operators and Office Cashiers, and Truck Drivers.

There are opportunities in all industries for people who do not have post-school qualifications. For example, more than half of the jobs in Accommodation and Food Services and Retail Trade are held by workers who do not have such qualifications.

Proportion of workforce without post-school qualifications, top 5 industries, 2018 (%)



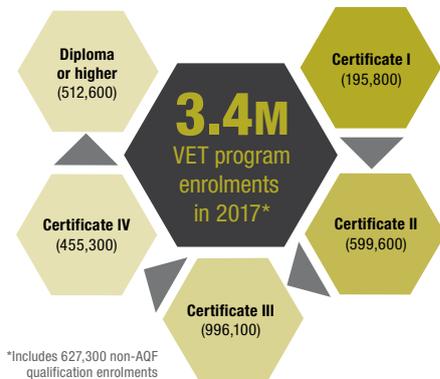
What is needed to gain employment without post-school qualifications?

There is often strong competition for jobs which do not require post-school qualifications. Previous experience is commonly required by employers and this can be a key barrier for new job seekers. There are, though, a number of strategies which can enhance a job seeker's prospects. These are outlined on pages 39 to 41.

EDUCATION ENROLMENTS

Vocational Education and Training (VET)

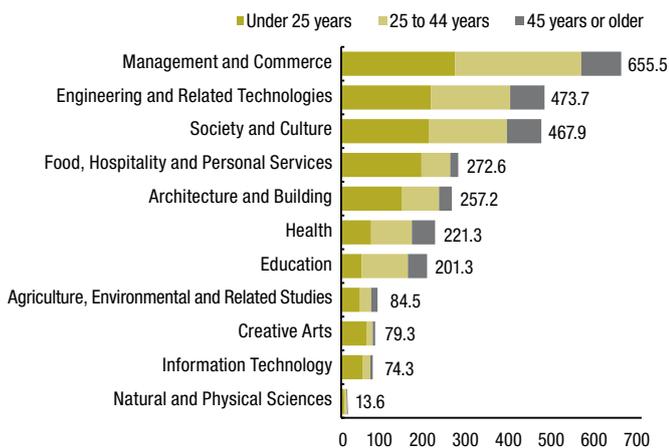
VET provides a range of qualifications, including certificates and diplomas. A qualification can take three months to three years.



What subject areas are available?

VET offers study options across all fields of education. The largest numbers of students are in Management and Commerce and Engineering and Related Technologies.

VET program enrolments, by field of education and age of student, 2017 ('000)



Higher Education

Universities offer courses at the undergraduate and postgraduate levels, including associate degrees, bachelor degrees, masters and PhD qualifications. The vast majority of students study at the bachelor degree level (71% in 2017). Higher education usually involves a commitment to at least three years of full-time equivalent study to attain a bachelor degree, but many courses involve longer periods of education.

There were 1.08 million domestic students enrolled in higher education in 2017 (up by 43% over the past decade)

What subject areas are available?

The higher education sector provides training in all fields of education, but the largest numbers of enrolments are in Society and Culture (289,000 enrolments in 2017), which is a diverse field of education including studies in law, psychology, human welfare and society, language and linguistics, economics and sport and recreation. Further information on higher education enrolments can be found at education.gov.au/higher-education-statistics.

Higher education enrolments, by field of education

Field of Education	2017 enrolments ('000)	10 year change %
Society and Culture	289.0	↑ 43%
Health	215.7	↑ 92%
Management and Commerce	188.0	↑ 15%
Education	120.1	↑ 29%
Natural and Physical Sciences	101.2	↑ 55%
Creative Arts	79.7	↑ 41%
Engineering and Related Technologies	66.5	↑ 35%
Information Technology	36.3	↑ 39%
Architecture and Building	25.7	↑ 38%
Agriculture, Environmental and Related Studies	13.8	↓ -5%
All fields of education¹	1081.8	↑ 43%

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

Apprenticeships and Traineeships

Apprenticeships and traineeships are a form of skills development that combine paid on-the-job work with training. They provide a nationally recognised VET qualification as well as relevant work experience.

Reflecting how highly workplace experience is valued by employers, apprentices and trainees generally have strong graduate employment outcomes.

There were 269,700 apprentices and trainees in-training at June 2018, working across more than 300 different occupations, including many non-trade occupations.

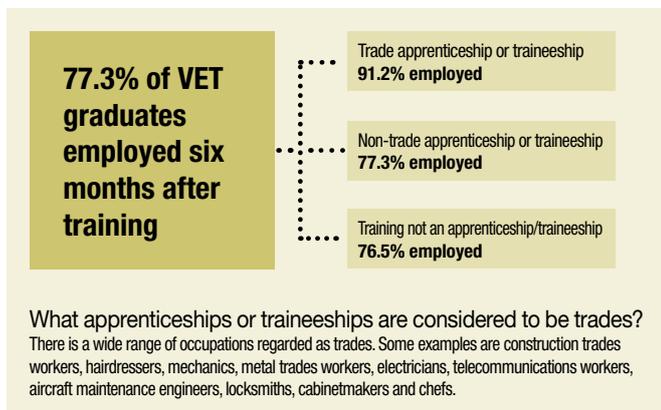
Occupations in which apprentices and trainees most commonly work

Technicians and Trades Workers	Community and Personal Service Workers	Machinery Operators and Drivers
64% of apprentices and trainees	12% of apprentices and trainees	7% of apprentices and trainees
Most common jobs: <ul style="list-style-type: none"> Electricians Carpenters and Joiners Motor Mechanics Plumbers Cooks and Chefs 	Most common jobs: <ul style="list-style-type: none"> Child Carers Hospitality Workers Tourism and Travel Advisors Nursing Support and Personal Care Workers Welfare Support Workers 	Most common jobs: <ul style="list-style-type: none"> Storepersons Earthmoving Plant Operators Drillers, Miners and Shot Firers Truck Drivers

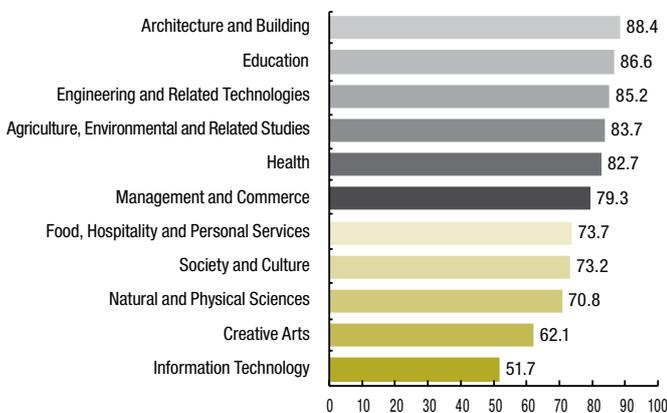
Sources: NCVER, Total VET Students and Courses; NCVER, Apprentices and Trainees; Department of Education and Training, Higher Education Statistics

EDUCATION EMPLOYMENT OUTCOMES

VET graduate employment outcomes



VET graduates employed (full-time or part-time) 6 months after training, by field of education, 2018 (%)



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 36). In 2018, the median annual income for VET graduates working full-time six months after completing their training was \$56,600. The highest salaries were for those who studied

- Engineering and Related Technologies (\$63,800)
- Education (\$62,400)
- Architecture and Building (\$60,200).

Higher level VET qualifications provide better outcomes

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

VET employment outcomes 6 months after graduation, 2018*

Qualification Level	Employed (%)	Median annual income
Diploma or higher	77.9	\$60,000
Certificate IV	84.2	\$65,000
Certificate III	76.5	\$50,500
Certificate II	68.8	\$53,700
Certificate I	47.4	\$50,000

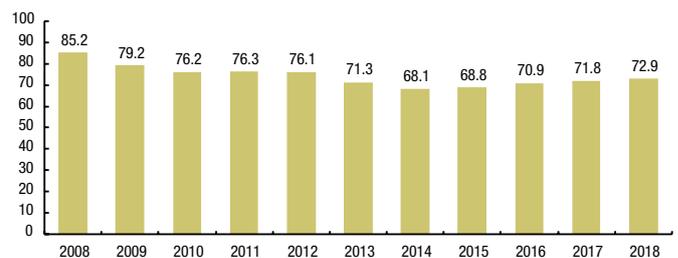
*Employment figures are for graduates employed full-time or part-time. Income figures are for those employed full-time.

Sources: NCVET, VET Student Outcomes; ABS, Characteristics of Employment; QILT, Graduate Outcomes Survey

Higher education graduate employment outcomes

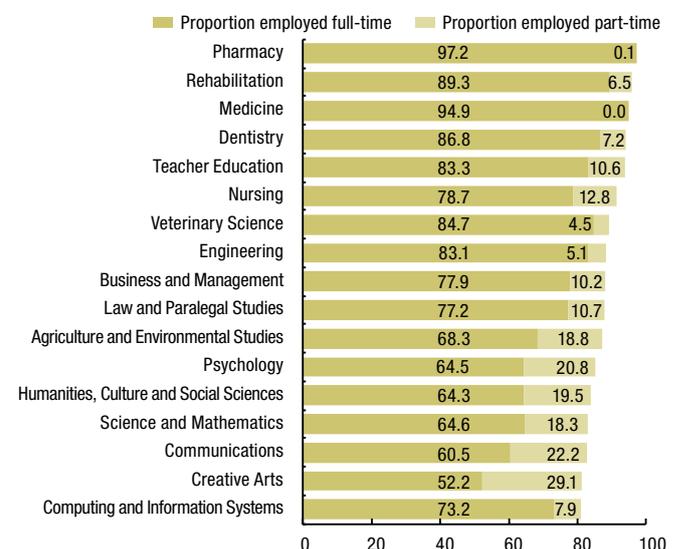
While higher level qualifications ultimately improve employment prospects, employment outcomes for students immediately after graduation have weakened over the past decade. Positively, though, outcomes have now been improving for the last four years. In 2018, 72.9% of bachelor degree graduates (available for full-time work) found full-time employment four months after graduation.

Bachelor degree graduates employed full-time 4 months after graduation, 2008 to 2018 (%)



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

Bachelor degree graduates employed 4 months after graduation, selected fields of education, 2018 (%)*



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

Higher education graduate salaries

In 2018, the median annual full-time starting salary was \$61,000. Postgraduate coursework graduates had a median starting salary of \$83,300 and for postgraduate research graduates it was \$90,000.

The highest bachelor degree graduate salaries by area of study were

- Dentistry (median of \$83,700)
- Medicine (\$73,000)
- Social Work (\$65,600).

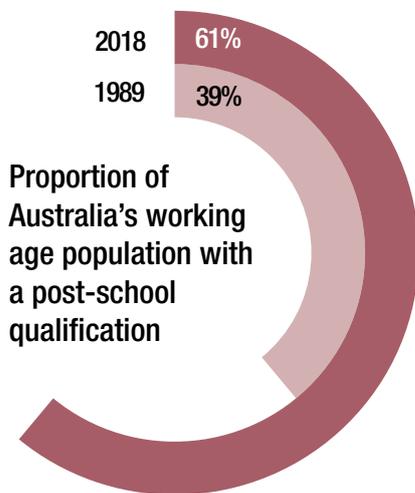
FINDING A JOB

What are employers looking for?

The jobs market can be competitive. Generally, employers are looking for someone with the whole package: education, experience and employability skills (i.e. personal and people skills that make an individual a good fit for a job). Depending on the skill level and the type of job, employers may be willing to compromise on some aspects, but not on others.

1. Education and training

Overall, work is becoming more skilled. The vast majority of jobs created in the future are likely to require a Vocational Education and Training (VET) or university qualification. The workforce has also become more skilled, with 61% of the working age population (aged 15 to 64 years) now holding a post-school qualification (up from 39% in 1989). Consequently, the jobs market is increasingly competitive and research shows that, on average, there are 20 applicants per advertised vacancy, of whom only three are interviewed.



Completing Year 12 is the minimum requirement for most employers, however your chances of gaining a job improve substantially with a certificate III or higher qualification.

Remember, university is not the only option. Apprenticeships, traineeships, diploma or certificate III or IV level qualifications will also set you up for a career. Lifelong learning is also essential. As the jobs market evolves, you will need to evolve with it by continuing education and training to keep your knowledge and skills up-to-date.

If you are considering a VET course or qualification, the best type of training is related to the job you want to do. But don't do training for the sake of it! Try to build your skills with advanced qualifications. For example, Aged and Disabled Carers require a certificate in food handling and first aid, but one certificate I (or several of them) will likely not help very much in the long term. A relevant certificate III or higher qualification will likely include this training, along with a range of other units important for this occupation. See pages 36 to 38 for more information on education and training and employment outcomes.

2. Experience

Workplace experience is another important quality that employers are looking for in prospective employees. No matter what kind of job you have, you will gain experience and learn vital employability skills. This includes gaining an understanding of what is expected in the workplace and enables you to demonstrate to employers your commitment to work. Most importantly, it gives you a foot in the door and provides you with an opportunity to gain contacts and referees.

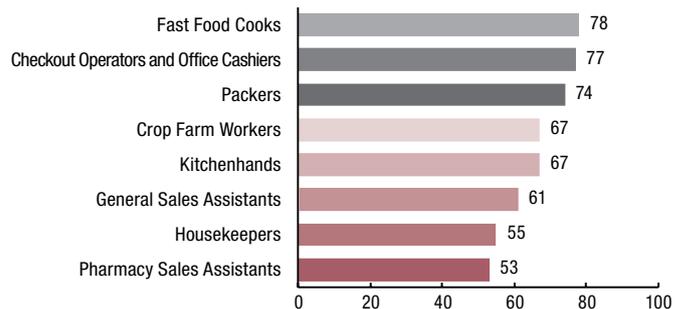
Experience can be gained through part-time, casual, or temporary jobs, apprenticeships or traineeships, work experience placements, internships or even by volunteering.



What if you do not have experience?

There are some jobs for which employers more frequently consider someone without previous experience, such as Fast Food Cooks, Checkout Operators and Office Cashiers, and Packers.

Proportion of employers willing to consider applicants without previous work experience, selected occupations (%)



3. Employability skills

These are work readiness skills and cover a range of qualities and skills, including personal and people skills, a good work ethic and the ability to work in a team. Employability skills are what employers often value the most as they are seeking someone who will be a good fit for their business.

While some employers will compromise on education or experience, they will not compromise on employability skills. Feedback from employers shows that they can teach someone to use a machine, but they cannot teach someone to be reliable or polite to their customers.

Sources: Department of Jobs and Small Business, Survey of Employers' Recruitment Experiences, 2017-18; ABS, Education and Work

FINDING A JOB

What methods do employers use to recruit?

Employers often use a number of methods to find candidates for their positions. Below are some of the most common methods used.



Recruitment and company websites

58%

of vacancies

Employers advertise most of their job vacancies on recruitment websites and their own company website. Vacancies advertised online typically attract many applicants.

Job search tip: You need to tailor each application to suit the advertised role to stand out from other applicants (see the following page for more tips on applications).



Social media

11%

of vacancies

Usage of social media for job advertisements is rising rapidly. Platforms such as Facebook now allow employers and job seekers to interact through region-based job groups. For example, Townsville has a Facebook job group with more than 31,000 members.

Job search tip: Make your social media profile look presentable. Employers often assess applicants' social media profiles and shortlist based on how applicants present themselves online.



Newspaper

11%

of vacancies

Employers still advertise their vacancies in the newspaper, although less frequently than in past decades. Advertising in newspapers is more commonly used outside of the major cities.

Job search tip: Don't forget to look in the local newspaper for jobs, especially if you live in a regional or rural area.



Word of mouth

32%

of vacancies

Employers ask people they know to 'spread the word' about a vacancy, or if they know of anyone who may be suitable for the job. Many employers who use this method already know the successful applicant before recruiting them.

Job search tip: Use your networks to your advantage. Ask friends, family, former co-workers and past employers if they know of any jobs available. If you need to expand your network, consider joining a local club, sporting team or community group - these are great ways to meet new people.



Approached by job seekers

10%

of vacancies

Many job seekers approach employers directly to enquire if they have any jobs available or to drop off a résumé. Employers often consider these job seekers for their current or future vacancies.

Job search tip: Approaching employers in person is a chance to make a good impression. Job seekers who can demonstrate their enthusiasm in person often stand a better chance than those who simply drop off their résumé.

FINDING A JOB

Top 3 tips from employer feedback

1. You need an excellent résumé and job application.



Do not wait until applications close. Get your application in early!

- 22% of vacancies are filled within a week
- 72% of vacancies are filled within a month

When applying for a job you need to market yourself, and often your résumé and application are the first opportunity to do so.

A winning application combines your work experience, education and training and employability skills, and explains how they directly relate to the job for which you are applying.

How do you do this?

- Research the business and job.
- Ring the employer and ask questions about the job and workplace. Doing this demonstrates your enthusiasm and the employer will remember you and look for your application.
- Be succinct. Your application and résumé should be around 2-3 pages each.
- If possible, give examples from your current job or work history and explain how that directly relates to the position.
- Ensure that there are no spelling or grammatical errors.

2. Get ready for the interview: Prepare, Plan, Practise and Presentation.



Do not be late to the interview! Aim to arrive at least 10 minutes early.

The second stage of marketing yourself is the interview. Interviews can be nerve wracking, but some preparation beforehand can go a long way.

- Practise interview questions with a friend or family member.
- Prepare some questions about the job and business that you can ask at the interview. This demonstrates your interest and shows that you are prepared.
- Think about your presentation and what you will wear. Remember, first impressions count! If in doubt, check what other staff are wearing beforehand.
- The employer wants to get to know you, so be friendly and make conversation. If you tend to get nervous, think about topics of conversation beforehand: the weather; the traffic; or something about what the business does. It is fine to be nervous, employers expect this, but do not let your nerves get the better of you.
- Explain the skills that you would bring to the job, and talk about your personal and employability skills. Employers want to know who they will be working with. The interview is your opportunity to demonstrate this.

3. Every job is unique.

Every job is different, so tailor your approach to each job for which you apply. That means that each application needs to be written specifically for each job. Do not fall into the trap of using generic applications: if an employer sees an application for a sales representative when their position is for a refrigeration mechanic, that application will be immediately discarded. Employers want the right match for their business.

What if your approach is not working?

Think broadly. Look in different industries as jobs may not be where you expect. For example, the health sector employs not only medical staff, but administrative staff, trades workers, IT professionals, HR staff, maintenance staff, chefs and gardeners, to name just some. The Retail Trade industry employs not only shop assistants, but logistics staff, marketing professionals and IT experts.

Don't wait for the perfect job and remember, all jobs can open doors to something better.

If your approach is not working, you may need to consider:

- a different location
- contract or casual work; or part-time or shift work
- whether your expectations are realistic. It is unlikely that you will start at the top; you will need to work your way up from the bottom
- tapping into your networks or asking around.

Remember that looking for a job is hard work. Depending on where you live, there can be a lot of competition for jobs. It can take a while to secure a position and you may receive knockbacks, but persevere and your efforts will pay off.

Don't be afraid to ask for feedback. If asked, many employers will tell you why you didn't get the job. With each application and interview you gain experience that you can apply to your job search. It is all part of the job search experience.

For more information and assistance

Resources to help you find a job or choose a career are provided on page 51.

The Department of Jobs and Small Business produces a range of posters for career advisers, teaching professionals and job providers as a resource to use with job seekers and students. These posters, and other information with advice from employers, are available at [Imip.gov.au](https://www.imip.gov.au).



SELF-EMPLOYMENT AND ENTREPRENEURSHIP

For many people, starting and running their own business represents an alternative pathway to employment or an opportunity for a career change.

An entrepreneur is anyone who starts and builds a business. There are many types of entrepreneurs. There are people who are able to turn their hobby into a business and make money as a sole trader; there are people who start a new business but remain small (with just a few employees); and there are high-growth start-ups which focus on scale and export from the outset. All new businesses are unique in their approach, planning and trajectory.

Self-employment and entrepreneurship is valuable to Australia

There are around 2.1 million small businesses (employing fewer than 20 workers) in Australia.

- Small businesses employ more than 4.7 million people and contributed \$393 billion to the Australian economy (or about 35% of private output) in 2016-17.

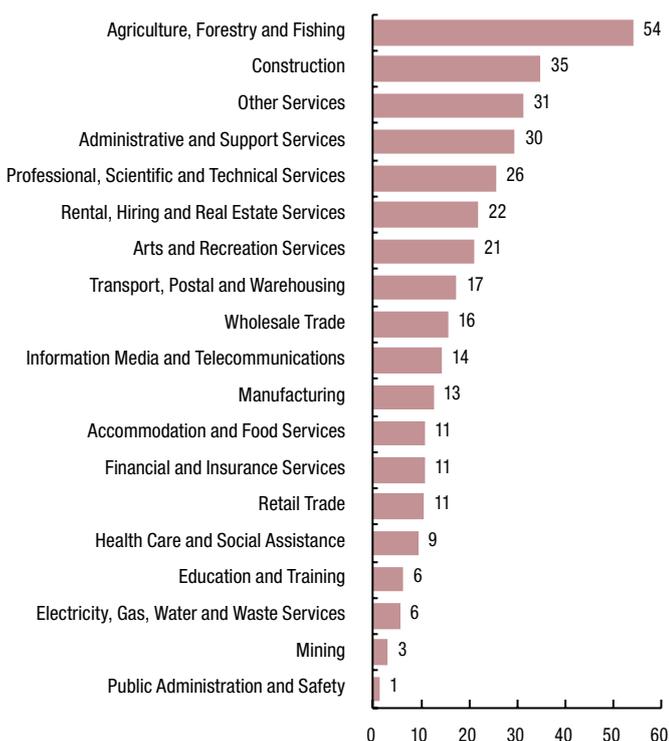
Entrepreneurial activity is strong in Australia. Around 15% of Australians aged 18 to 64 years were actively engaged in starting and running new businesses in 2016.

In which industries is self-employment common?

There are people working for themselves in all industries. Self-employment is very common in Agriculture, Forestry and Fishing (reflecting the large number of workers in this industry who own and operate their own farm). Construction also has a large number of people who have decided to work for themselves.

By contrast, Mining has a low share of workers who are self-employed, reflecting the capital and scale typically required to operate in this industry.

Self-employment by industry, 2018 (% of industry employment)



Sources: ABS, Australian Industry, 2016-17; Global Entrepreneurship Monitor: GEM Australia - 2016/17 National Report; The Australian Small Business and Family Enterprise Ombudsman, Small Business Counts; ABS, Characteristics of Employment

Who is more likely to be an entrepreneur?

Early-stage entrepreneurs are most commonly between the ages of 25 and 54. Older age groups are relatively active in early-stage entrepreneurship compared with younger people. This may be due to young people having less work and life experience, or access to start-up funding, than older age groups.

In Australia, early-stage entrepreneurs are more likely to be male (63%), although female entrepreneurship in Australia is high compared with other countries.

Self-employment considerations

Almost half of Australians perceive that there are good opportunities to start a business, while more than half believe they possess the skills to do so. This is above average for developed economies. Fear of failure is one of the main reasons why many people do not start a new business.

Knowing what to consider and planning is key to making a successful business.

Anyone starting a new business will need to know about the industry in which they are operating and the seasonal and cyclical factors which can affect the industry. For example, some industries can be influenced significantly by factors such as climactic cycles, holiday periods, agricultural harvests, consumer trends or competitive factors. Many industries have peak periods and slow periods. This also applies to the regions in which a business is based. For example, coastal areas can have very different peak periods to rural or major metropolitan areas.

It's important to note that not all businesses survive. Of the 2.1 million firms in business in June 2011, only 1.3 million (or 62%) were still in business in June 2015. Sole operators with no employees in 2011 had the lowest survival rate, with only 56% still operating in 2015. Survival rates increase with firm size, with businesses employing more than 200 workers having an 83% survival rate between 2011 and 2015.

People may fail at their first or second business venture but can learn from these failures and apply lessons about running a business to try to make a successful business next time around or apply these lessons to other types of work.

Starting your own business may require start-up funding, a viable business idea, long hours, the capacity to be a 'jack of all trades', and hard work. Exploring your idea, thinking about the skills and funding you need, and undertaking business planning are good first steps if you are thinking about starting your own business.

Help is available

The SelfStart Online Hub is a starting point for people who wish to explore and develop their ideas into a successful business. SelfStart aims to connect people to existing services and programs, as well as provide information that will assist them to start a business. For more information go to jobsearch.gov.au/selfstart.

Resources such as business plan templates, links to relevant ATO fact sheets, and advice on where to get further information is available from business.gov.au.

JOB OUTLOOK

The Job Outlook website makes it easy to find and understand career information. Visit joboutlook.gov.au to discover the skills, knowledge and abilities you may need to get and keep a job, and to find career ideas.

Career Quiz - Discover careers that match your work style.



Analytical



Practical



Administrative



Enterprising



Helping



Creative

Career Profiles - Search hundreds of careers and learn about your preferred job – pathways, tasks, skills and prospects.



Explore Australia - Learn about the careers and skills in demand from employers in your local region.



Future Outlook - Find industries and jobs expected to grow.



.....
JOB OUTLOOK helped
1.6M users
 in 2018

- Find useful resources to help you decide about study and training, your first job, or the next step in your career.
- Look for updates in 2019 that help you explore moving into and between careers.

Job Outlook - trusted source of career information.



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 330 occupations, which can provide useful background, but it needs to be read in conjunction with other occupational resources.

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

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

Some titles appear in more than one category.

The relevant occupation major group is listed in brackets after each occupation title. These refer to the groups on pages 26 to 31.

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

Employment and employment change

The employment information gives the total number of people employed in the occupation at November 2018. It includes both full-time and part-time workers.

Employment change refers to levels of employment increasing or decreasing, as well as the percentage change, over the five years to November 2018.

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

Working part-time

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

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

Female

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

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

Aged 15 to 24 years

This shows the proportion of those employed in the occupation who are aged 15 to 24 years.

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

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 2018 relative to the average across all occupations. Occupational unemployment rates do not reflect underutilised skills (such as an Accountant working as an Accounting Clerk).

The occupational unemployment rate may be lower than the published national unemployment rate as it does not include first job seekers and those who have not worked full-time or part-time in the past two years. An occupation may have a high unemployment rate but also be experiencing shortages for particular skills.

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

Median earnings

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

Key	Median weekly earnings
\$	< \$1,000
\$\$	\$1,000 to \$1,150
\$\$\$	\$1,151 to \$1,370
\$\$\$\$	\$1,371 to \$1,750
\$\$\$\$\$	> \$1,750

Data Source: ABS, Characteristics of Employment, 2018

No post-school qualification

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

Data Source: ABS, Education and Work

Projected employment change

This presents the percentage change in employment projected over the five years to May 2023.

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

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

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

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

OCCUPATION MATRIX

Occupation	Employ't	5 year change to		Working	Female	Aged 15	Unemploy't	Median	No	Projected
	Nov 2018	Nov 2018								
	'000	'000	%	%	%	%	2018		Qual	Change
									%	%
Accounting, Banking and Financial Services										
Accountants (P)	188.4	18.7	11.0	20	53	8	Below Average	\$\$\$\$	-	4.0
Accounting Clerks (CA)	131.7	-7.4	-5.3	35	79	7	Below Average	\$\$\$	38	-1.1
Auditors and Company Secretaries (P)	19.4	1.5	8.5	12	41	4	Below Average	\$\$\$\$	15	10.1
Bank Workers (CA)	53.5	0.8	1.5	26	64	12	Below Average	\$\$\$	41	-5.5
Bookkeepers (CA)	100.9	-9.0	-8.2	67	91	3	Below Average	\$	34	2.1
Credit and Loans Officers (CA)	30.0	2.7	9.9	15	55	10	Below Average	\$\$\$	24	9.1
Debt Collectors (CA)	9.7	-1.0	-9.3	29	68	17	Below Average	\$\$\$	49	2.0
Economists (P)	5.1	-0.1	-2.2	7	35	2	Below Average	\$\$\$\$\$	-	5.8
Finance Managers (M)	57.7	10.6	22.5	12	42	1	Below Average	\$\$\$\$\$	14	8.3
Financial Brokers (P)	30.6	6.4	26.6	17	36	3	Below Average	\$\$\$\$	20	19.7
Financial Dealers (P)	18.8	2.1	12.7	16	21	7	Below Average	\$\$\$\$\$	22	1.6
Financial Investment Advisers and Managers (P)	44.6	4.4	10.8	17	28	1	Below Average	\$\$\$\$\$	-	-1.0
Insurance, Money Market and Statistical Clerks (CA)	27.6	-2.2	-7.3	22	67	9	Below Average	\$\$\$	38	-7.6
Payroll Clerks (CA)	40.8	3.8	10.4	30	87	4	Below Average	\$\$\$	40	4.4
Administration and Human Resources										
Archivists, Curators and Records Managers (P)	7.1	-1.4	-16.1	27	77	1	Below Average	\$\$\$\$	22	-4.0
Call or Contact Centre and Customer Service Managers (M)	34.7	-2.6	-7.0	6	45	8	Below Average	\$\$\$\$	30	-1.4
Call or Contact Centre Workers (CA)	33.3	-1.5	-4.4	30	62	19	Average	\$	48	5.1
Contract, Program and Project Administrators (CA)	131.1	15.9	13.8	15	57	3	Below Average	\$\$\$\$	25	-14.5
Corporate Services Managers (M)	14.3	5.5	62.0	21	64	0	Below Average	\$\$\$\$\$	40	5.7
Filing and Registry Clerks (CA)	22.3	3.5	18.6	41	78	19	Below Average	\$	53	0.5
General Clerks (CA)	281.8	55.9	24.7	41	84	11	Below Average	\$	43	4.9
Human Resource Managers (M)	55.9	8.1	16.9	13	59	1	Average	\$\$\$\$\$	-	12.8
Human Resource Professionals (P)	69.6	9.0	14.9	17	70	9	Average	\$\$\$	23	10.8
Information Officers (CA)	86.9	17.4	25.1	36	73	15	Average	\$	40	-6.6
Keyboard Operators (CA)	62.5	-5.4	-8.0	41	83	13	Below Average	\$	39	-1.6
Mail Sorters (CA)	12.0	-2.1	-15.0	32	57	10	Average	\$	48	-13.2
Management and Organisation Analysts (P)	70.5	14.7	26.3	18	40	4	Below Average	\$\$\$\$	15	10.3
Office Managers (CA)	150.7	26.5	21.3	31	81	4	Below Average	\$\$\$	36	-1.1
Personal Assistants (CA)	48.9	-5.1	-9.5	24	98	7	Below Average	\$\$\$	39	-11.0
Receptionists (CA)	179.6	6.8	3.9	54	94	21	Below Average	\$	49	4.7
Secretaries (CA)	40.0	-22.6	-36.1	48	98	14	Below Average	\$	37	-32.5
Survey Interviewers (CA)	3.4	-0.7	-17.8	69	75	12	Above Average	\$\$\$\$\$	71	1.1
Switchboard Operators (CA)	3.0	-0.6	-17.3	41	92	8	Above Average	-	41	-17.6
Advertising, Public Relations, Media and Arts										
Actors, Dancers and Other Entertainers (P)	9.3	4.0	75.3	64	60	42	Below Average	\$\$\$\$\$	74	8.2
Advertising and Marketing Professionals (P)	74.0	26.7	56.4	22	63	9	Below Average	\$\$\$	14	12.5
Advertising, Public Relations and Sales Managers (M)	141.2	6.0	4.5	11	42	3	Below Average	\$\$\$\$\$	21	9.8
Artistic Directors, Media Producers & Presenters (P)	13.1	1.9	16.7	27	38	7	Average	\$\$\$\$	31	-12.2
Authors, and Book and Script Editors (P)	7.3	0.8	11.5	37	52	2	Below Average	\$	-	14.8
Fashion, Industrial and Jewellery Designers (P)	11.9	4.2	53.9	31	64	7	Below Average	\$\$\$\$	15	0.0
Film, Television, Radio and Stage Directors (P)	14.8	3.1	26.3	19	30	13	Below Average	\$\$\$\$	28	11.8
Gallery, Library and Museum Technicians (TT)	4.9	-2.3	-31.7	65	86	2	Average	\$\$\$	-	-3.5
Graphic and Web Designers, and Illustrators (P)	62.8	8.6	15.8	26	54	11	Below Average	\$\$\$	-	12.6
Jewellers (TT)	6.3	2.8	80.5	40	55	8	Below Average	\$	33	3.9
Journalists and Other Writers (P)	22.2	1.6	7.8	25	63	5	Below Average	\$\$\$\$	-	1.6
Models and Sales Demonstrators (SW)	13.5	3.9	40.5	87	84	21	Average	\$	59	0.0
Music Professionals (P)	11.7	0.6	5.3	62	29	16	Average	-	27	-0.9
Performing Arts Technicians (TT)	14.6	5.5	59.8	37	39	20	Average	\$	44	2.4
Photographers (P)	14.7	2.3	18.8	47	50	7	Below Average	-	11	5.2
Public Relations Professionals (P)	23.3	2.7	13.0	24	65	12	Below Average	\$\$\$\$	18	0.7
Signwriters (TT)	9.5	2.2	30.9	8	8	15	Below Average	\$\$\$	-	-3.9
Visual Arts and Crafts Professionals (P)	9.0	1.7	23.9	37	61	4	Average	-	38	4.1
Agriculture, Animal and Horticulture										
Agricultural and Forestry Scientists (P)	10.0	0.7	7.7	9	21	6	Below Average	\$\$\$\$	17	12.4
Agricultural Technicians (TT)	1.6	0.4	36.9	3	47	4	Below Average	\$\$\$	50	0.1

Occupation	Employ't	5 year change to		Working Part-time	Female	Aged 15 to 24 years	Unemploy't Rate 2018	Median Earnings	No Post-school Qual	Projected Employ't Change
	Nov 2018	Nov 2018	%							
	'000	'000	%	%	%	%			%	%
Agricultural, Forestry and Horticultural Plant Operators (MO)	15.4	1.0	7.2	11	11	21	Below Average	\$\$	63	12.3
Animal Attendants and Trainers (TT)	16.7	-0.2	-1.2	49	74	26	Below Average	\$\$	66	12.7
Aquaculture Farmers (M)	1.8	-0.6	-23.6	28	17	7	Below Average	\$\$\$\$	-	-2.1
Aquaculture Workers (L)	1.2	0.5	62.2	7	13	23	Below Average	\$\$	33	2.5
Crop Farm Workers (L)	22.6	1.2	5.6	30	32	23	Above Average	\$	58	5.1
Crop Farmers (M)	38.4	-9.2	-19.3	24	23	2	Below Average	\$\$\$	46	0.6
Deck and Fishing Hands (L)	7.5	0.8	11.4	22	7	19	Above Average	\$\$\$\$	45	0.0
Forestry and Logging Workers (L)	1.9	-0.5	-21.5	18	9	26	Above Average	\$\$\$\$	87	-0.4
Gardeners (TT)	69.4	4.3	6.6	31	11	16	Average	\$\$	31	13.9
Garden and Nursery Labourers (L)	31.8	-1.7	-5.2	43	18	13	Average	\$	59	0.2
Livestock Farm Workers (L)	38.5	10.6	38.1	41	36	33	Average	\$	53	-5.7
Livestock Farmers (M)	80.8	10.1	14.3	25	30	3	Below Average	\$\$\$	48	-2.7
Mixed Crop and Livestock Farm Workers (L)	4.4	1.8	72.3	32	31	13	Above Average	\$	71	-1.6
Mixed Crop and Livestock Farmers (M)	33.3	8.5	34.1	15	20	2	Below Average	\$\$\$\$	44	-3.4
Nurserypersons (TT)	3.2	-1.2	-26.7	39	48	15	Average	\$	50	4.8
Primary Products Inspectors (TT)	4.2	1.9	79.7	6	29	10	Below Average	\$\$\$	-	1.5
Shearers (TT)	2.9	-2.9	-49.5	2	1	11	Above Average	\$	54	8.9
Veterinarians (P)	12.2	3.5	39.4	16	66	8	Below Average	\$\$\$\$	-	15.0
Veterinary Nurses (TT)	10.7	0.7	7.1	45	91	24	Below Average	\$	21	9.3
Automotive, Transport and Logistics										
Air Transport Professionals (P)	15.6	1.1	7.7	15	6	15	Below Average	\$\$\$\$	18	5.6
Automobile Drivers (MO)	54.8	13.8	33.6	39	6	6	Below Average	\$\$	32	16.2
Automotive Electricians (TT)	6.5	-2.6	-28.6	0	0	28	Average	\$\$	-	-0.9
Bus and Coach Drivers (MO)	46.2	2.0	4.4	40	12	2	Below Average	\$\$\$	42	3.8
Car Detailers (L)	16.9	-3.0	-14.9	41	11	26	Above Average	\$	56	-2.1
Couriers and Postal Deliverers (CA)	44.5	5.7	14.6	25	14	5	Below Average	\$\$\$	64	1.0
Delivery Drivers (MO)	60.9	17.9	41.6	47	11	24	Average	\$	55	9.5
Forklift Drivers (MO)	68.4	14.3	26.4	8	3	12	Average	\$\$	63	6.4
Freight and Furniture Handlers (L)	15.0	-0.3	-2.1	25	5	24	Above Average	\$\$\$	55	5.8
Marine Transport Professionals (P)	8.9	-1.8	-16.4	7	7	2	Average	\$\$\$\$	-	3.4
Motor Mechanics (TT)	108.5	15.6	16.8	7	1	23	Below Average	\$\$	22	-1.9
Motor Vehicle Parts and Accessories Fitters (L)	9.8	-3.9	-28.2	5	6	17	Below Average	\$\$	62	-0.4
Panelbeaters (TT)	13.7	-5.8	-29.7	6	1	12	Below Average	\$\$\$	22	0.0
Purchasing and Supply Logistics Clerks (CA)	104.2	16.2	18.4	15	43	12	Below Average	\$\$	40	4.5
Railway Track Workers (L)	3.2	-1.7	-35.4	5	0	7	Below Average	\$\$\$\$	-	10.1
Recycling and Rubbish Collectors (L)	3.8	0.7	22.4	32	9	17	Above Average	\$\$\$\$	70	-10.4
Supply, Distribution and Procurement Managers (M)	49.6	22.1	80.4	3	23	3	Below Average	\$\$\$\$	36	8.9
Train and Tram Drivers (MO)	13.8	-1.1	-7.4	7	9	4	Below Average	\$\$\$\$	47	5.0
Transport and Despatch Clerks (CA)	38.4	5.2	15.7	9	33	9	Below Average	\$\$\$	43	7.2
Transport Services Managers (M)	17.9	2.2	14.3	8	15	0	Below Average	\$\$\$\$	36	4.6
Truck Drivers (MO)	199.4	38.4	23.8	9	4	5	Below Average	\$\$\$	64	6.6
Vehicle Body Builders and Trimmers (TT)	5.9	0.3	5.9	8	5	10	Below Average	\$\$\$	-	0.6
Vehicle Painters (TT)	11.0	0.6	5.5	3	2	13	Below Average	\$\$\$	30	3.1
Construction, Architecture and Design										
Architects and Landscape Architects (P)	31.9	12.1	61.2	15	37	4	Below Average	\$\$\$\$	-	7.4
Architectural, Building & Surveying Technicians (TT)	76.9	18.9	32.5	10	14	7	Below Average	\$\$\$\$	15	1.6
Bricklayers and Stonemasons (TT)	34.7	9.1	35.3	11	1	17	Below Average	\$\$	40	-2.4
Building and Plumbing Labourers (L)	71.8	21.4	42.4	20	2	26	Above Average	\$\$\$	58	9.2
Cabinetmakers (TT)	30.6	3.6	13.4	8	3	20	Below Average	\$\$\$	26	-0.1
Carpenters and Joiners (TT)	134.6	4.7	3.6	9	1	30	Below Average	\$\$\$	31	5.3
Civil Engineering Draftspersons and Technicians (TT)	5.9	-6.1	-50.9	8	5	19	Average	\$\$	28	3.0
Civil Engineering Professionals (P)	50.3	6.3	14.4	11	14	11	Below Average	\$\$\$\$	-	13.5
Concreters (L)	40.8	6.6	19.2	9	1	18	Average	\$\$\$	49	11.4
Construction Managers (M)	104.5	26.7	34.3	10	7	5	Below Average	\$\$\$\$	14	13.3
Crane, Hoist and Lift Operators (MO)	11.9	-3.1	-20.8	5	0	11	Average	\$\$\$\$	34	-15.0
Earthmoving Plant Operators (MO)	50.6	-1.8	-3.4	5	3	8	Below Average	\$\$\$	62	0.5
Fencers (L)	10.9	2.8	34.4	19	2	4	Average	\$\$\$\$	48	4.0
Floor Finishers (TT)	8.6	-0.3	-3.0	22	4	21	Below Average	\$\$	70	5.1
Glaziers (TT)	8.6	-0.9	-9.3	5	1	22	Below Average	\$\$	35	13.0
Insulation and Home Improvement Installers (L)	17.9	1.1	6.8	19	1	10	Average	\$\$	51	8.1

Occupation	Employ't	5 year change to		Working	Female	Aged 15	Unemploy't	Median	No	Projected
	Nov 2018	Nov 2018		Part-time		to 24	Rate	Earnings	Post-school	Employ't
	'000	'000	%	%	%	years	2018		Qual	Change
									%	%
Interior Designers (P)	9.7	2.6	37.2	27	85	12	Average	\$\$\$	-	14.9
Land Economists and Valuers (P)	12.2	1.6	15.0	13	17	2	Below Average	\$\$\$\$	-	5.8
Other Building and Engineering Technicians (TT)	28.2	0.3	1.2	4	12	2	Below Average	\$\$\$\$	15	2.9
Painting Trades Workers (TT)	56.7	12.4	28.1	14	4	12	Average	\$\$	38	5.4
Paving and Surfacing Labourers (L)	9.3	0.1	0.9	8	3	20	Above Average	\$\$	76	1.4
Plasterers (TT)	39.2	4.6	13.4	11	1	11	Average	\$\$	30	12.4
Plumbers (TT)	87.7	8.9	11.3	7	1	25	Below Average	\$\$\$	22	11.4
Roof Tilers (TT)	10.5	3.7	53.8	13	2	24	Below Average	\$	53	0.5
Safety Inspectors (TT)	5.4	0.3	5.9	11	26	1	Above Average	\$\$\$\$	-	6.2
Structural Steel Construction Workers (L)	27.7	6.7	31.8	6	3	13	Average	\$\$\$\$	63	14.2
Urban and Regional Planners (P)	14.3	3.1	27.4	18	45	15	Below Average	\$\$\$\$	-	7.6
Wall and Floor Tilers (TT)	21.3	6.9	47.6	17	3	11	Below Average	\$\$\$	50	0.0
Education and Training										
Driving Instructors (CP)	5.0	-0.6	-10.1	59	18	0	Below Average	\$\$\$\$	52	6.8
Early Childhood (Pre-primary School) Teachers (P)	38.0	14.0	58.2	43	99	11	Below Average	\$\$\$	-	22.0
Education Advisers and Reviewers (P)	25.1	-	-	31	63	5	Above Average	\$\$\$\$	-	17.3
Education Aides (CP)	102.1	20.9	25.7	75	87	11	Below Average	\$\$	23	20.8
Librarians (P)	13.9	2.5	21.6	44	81	4	Below Average	\$\$\$\$	11	6.4
Library Assistants (CA)	8.4	1.1	15.9	52	80	10	Below Average	\$	14	-4.4
Primary School Teachers (P)	164.7	15.7	10.5	28	87	6	Below Average	\$\$\$\$	-	9.6
Private Tutors and Teachers (P)	43.2	8.9	26.0	77	67	36	Below Average	\$\$\$	38	5.5
School Principals (M)	27.0	7.9	41.2	3	53	0	Below Average	\$\$\$\$	-	7.4
Secondary School Teachers (P)	133.0	3.0	2.3	22	63	4	Below Average	\$\$\$\$	-	7.1
Special Education Teachers (P)	23.2	6.0	34.7	40	91	3	Below Average	\$\$\$\$	12	4.9
Teachers of English to Speakers of Other Languages (P)	4.7	0.5	11.0	56	76	10	Below Average	\$\$\$\$	-	-7.4
Training and Development Professionals (P)	25.6	0.7	2.9	18	58	3	Below Average	\$\$\$\$	14	-5.9
University Lecturers and Tutors (P)	49.2	0.8	1.6	34	50	6	Average	\$\$\$\$	-	8.3
Vocational Education Teachers (P)	29.1	-8.0	-21.5	33	52	1	Average	\$\$\$\$	-	-15.3
Electrical and Electronics										
Airconditioning and Refrigeration Mechanics (TT)	21.2	-3.5	-14.2	8	2	20	Below Average	\$\$\$	35	2.4
Electrical Distribution Trades Workers (TT)	10.4	0.9	9.4	1	2	9	Below Average	\$\$\$\$	13	-10.2
Electrical Engineering Draftspersons and Technicians (TT)	8.9	-0.1	-1.5	5	15	5	Below Average	\$\$\$\$	-	9.0
Electrical Engineers (P)	19.9	-2.2	-10.0	5	5	9	Below Average	\$\$\$\$	-	-2.6
Electricians (TT)	145.0	7.1	5.1	8	1	20	Below Average	\$\$\$\$	18	4.5
Electronic Engineering Draftspersons and Technicians (TT)	7.4	1.9	34.0	8	9	3	Below Average	\$\$\$\$	-	-8.1
Electronics Engineers (P)	5.3	-3.0	-36.0	6	6	9	Below Average	\$\$\$\$	-	-5.0
Electronics Trades Workers (TT)	26.2	-5.1	-16.2	11	2	8	Average	\$\$\$	27	-5.2
Engineers and Engineering Trades										
Aircraft Maintenance Engineers (TT)	11.7	0.9	8.6	4	2	8	Below Average	\$\$\$	15	1.0
Chemical and Materials Engineers (P)	7.4	3.4	84.0	12	18	9	Average	\$\$\$\$	-	11.0
Civil Engineering Professionals (P)	50.3	6.3	14.4	11	14	11	Below Average	\$\$\$\$	-	13.5
Electrical Engineers (P)	19.9	-2.2	-10.0	5	5	9	Below Average	\$\$\$\$	-	-2.6
Electronics Engineers (P)	5.3	-3.0	-36.0	6	6	9	Below Average	\$\$\$\$	-	-5.0
Engineering Managers (M)	21.9	1.9	9.6	6	12	3	Below Average	\$\$\$\$	-	15.2
Industrial, Mechanical and Production Engineers (P)	30.4	-2.6	-7.9	6	12	6	Below Average	\$\$\$\$	-	-7.2
Mechanical Engineering Draftspersons & Technicians (TT)	5.2	-1.2	-18.5	11	2	0	Below Average	\$\$\$\$	23	-7.2
Metal Casting, Forging and Finishing Trades Workers (TT)	3.2	0.3	9.9	21	6	8	Below Average	\$	25	0.0
Metal Fitters and Machinists (TT)	107.7	-9.8	-8.3	4	1	15	Below Average	\$\$\$\$	12	2.1
Mining Engineers (P)	9.2	-2.0	-17.9	6	17	9	Below Average	\$\$\$\$	-	-5.7
Precision Metal Trades Workers (TT)	9.3	1.6	20.6	26	3	9	Below Average	\$	26	-6.2
Sheetmetal Trades Workers (TT)	8.4	-1.1	-11.6	5	0	27	Average	\$\$\$	18	4.7
Structural Steel and Welding Trades Workers (TT)	72.1	-5.8	-7.5	3	1	15	Below Average	\$\$\$	23	4.8
Telecommunications Engineering Professionals (P)	13.2	4.7	56.0	7	12	3	Below Average	\$\$\$\$	-	19.5
Toolmakers and Engineering Patternmakers (TT)	4.4	-1.0	-19.2	0	0	2	Below Average	\$\$\$	-	-2.8
Executive and General Management										
Chief Executives and Managing Directors (M)	66.7	8.8	15.3	13	26	1	Below Average	\$\$\$\$	23	9.2
General Managers (M)	52.0	-5.5	-9.6	11	35	1	Below Average	\$\$\$\$	23	-2.4
Policy and Planning Managers (M)	26.0	3.1	13.4	16	54	1	Below Average	\$\$\$\$	-	2.5
Research and Development Managers (M)	12.7	1.4	12.0	10	53	2	Below Average	\$\$\$\$	-	18.2

Occupation	Employ't	5 year change to		Working Part-time	Female	Aged 15 to 24 years	Unemploy't Rate 2018	Median Earnings	No Post-school Qual	Projected Employ't Change
	Nov 2018	Nov 2018								
	'000	'000	%	%	%	%			%	%
Government, Defence and Protective Services										
Commissioned Officers (Management) (M)	2.0	-0.1	-2.7	-	-	-	Below Average	\$\$\$\$	-	6.7
Fire and Emergency Workers (CP)	16.9	1.0	6.2	3	10	5	Below Average	\$\$\$\$	25	6.4
Inspectors and Regulatory Officers (CA)	29.0	-4.0	-12.2	15	50	1	Below Average	\$\$\$\$	27	1.1
Intelligence and Policy Analysts (P)	28.2	10.7	61.1	19	60	3	Below Average	\$\$\$\$	-	36.3
Police (CP)	63.5	5.7	9.8	6	24	6	Below Average	\$\$\$\$	20	8.3
Prison Officers (CP)	17.9	0.9	5.6	5	24	1	Below Average	\$\$\$\$	15	8.5
Security Officers and Guards (CP)	54.8	-1.5	-2.7	27	18	15	Average	\$\$\$	38	9.9
Health and Community Services										
Aged and Disabled Carers (CP)	175.9	47.2	36.6	63	80	10	Below Average	\$	18	39.3
Ambulance Officers and Paramedics (CP)	16.8	3.8	29.6	6	40	5	Below Average	\$\$\$\$	-	19.9
Anaesthetists (P)	5.4	2.8	104.9	12	26	1	Below Average	\$\$\$\$	-	16.6
Child Care Centre Managers (M)	15.6	1.1	7.7	34	89	3	Below Average	\$\$\$	-	20.9
Child Carers (CP)	143.9	14.6	11.3	54	96	25	Average	\$	18	17.6
Chiropractors and Osteopaths (P)	3.6	-1.0	-22.7	58	52	0	Below Average	\$	-	18.6
Counsellors (P)	24.6	4.9	24.6	53	73	3	Below Average	\$\$\$	-	17.8
Dental Assistants (CP)	25.3	5.7	29.1	45	98	24	Average	\$	24	6.6
Dental Hygienists, Technicians and Therapists (CP)	6.6	-1.0	-13.7	32	66	5	Below Average	\$\$\$	-	2.7
Dental Practitioners (P)	15.1	1.5	11.2	26	44	1	Below Average	\$\$\$\$	-	16.7
Enrolled and Mothercraft Nurses (CP)	29.0	7.1	32.4	61	89	7	Below Average	\$\$\$	-	7.6
Generalist Medical Practitioners (P)	69.2	12.7	22.5	24	48	2	Below Average	\$\$\$\$	-	12.2
Health and Welfare Services Managers (M)	28.2	8.2	40.9	15	69	1	Below Average	\$\$\$\$	26	21.8
Massage Therapists (CP)	17.1	4.0	30.0	69	82	6	Below Average	-	31	20.2
Medical Imaging Professionals (P)	23.0	7.9	52.5	32	67	7	Below Average	\$\$\$\$	-	11.3
Medical Technicians (TT)	35.3	4.3	13.9	38	70	8	Below Average	\$	24	0.6
Midwives (P)	18.5	3.3	21.5	58	98	5	Below Average	\$\$\$\$	-	16.6
Ministers of Religion (P)	19.2	0.5	2.8	38	27	1	Below Average	\$	-	3.1
Nurse Educators and Researchers (P)	6.6	0.4	6.7	36	92	0	Below Average	\$\$\$\$	-	16.9
Nurse Managers (P)	15.5	1.3	9.1	23	78	1	Below Average	\$\$\$\$	-	19.0
Nursing Support and Personal Care Workers (CP)	98.9	8.0	8.8	53	78	14	Below Average	\$	20	11.6
Nutrition Professionals (P)	7.0	0.4	6.7	49	93	10	Below Average	\$	-	17.6
Occupational & Environmental Health Professionals (P)	30.2	5.2	21.0	12	43	3	Average	\$\$\$\$	10	9.2
Occupational Therapists (P)	18.5	5.6	43.8	34	86	8	Below Average	\$\$\$\$	-	14.6
Optometrists and Orthoptists (P)	6.9	2.6	61.8	33	69	9	Below Average	\$\$\$\$	-	9.7
Personal Care Consultants (CP)	6.9	2.0	40.7	75	85	3	Below Average	-	75	14.4
Pharmacists (P)	32.0	12.1	61.0	35	66	11	Below Average	\$\$\$\$	-	7.5
Physiotherapists (P)	23.7	4.4	22.5	34	67	12	Below Average	\$\$\$\$	-	24.9
Podiatrists (P)	3.6	-0.7	-16.7	43	71	4	Below Average	\$\$\$\$	-	17.2
Practice Managers (CA)	22.8	5.7	33.2	39	89	4	Below Average	\$\$\$	28	10.3
Psychiatrists (P)	4.8	2.7	128.8	15	39	0	Below Average	\$\$\$\$	-	-0.1
Psychologists (P)	33.4	10.8	47.7	45	84	3	Below Average	\$\$\$\$	-	30.2
Registered Nurses (P)	278.9	42.6	18.1	46	88	8	Below Average	\$\$\$\$	-	18.4
Social Professionals (P)	14.2	3.0	26.3	66	60	6	Below Average	\$\$\$\$	-	3.1
Social Workers (P)	37.7	11.0	41.2	29	84	2	Below Average	\$\$\$\$	-	8.0
Specialist Physicians (P)	9.7	2.5	34.9	23	36	0	Below Average	\$\$\$\$	-	7.6
Speech Pathologists and Audiologists (P)	11.2	1.8	18.6	28	93	19	Below Average	\$\$\$	-	38.3
Surgeons (P)	5.6	-0.8	-12.2	7	13	1	Below Average	\$\$\$\$	-	2.0
Welfare Support Workers (CP)	59.5	5.5	10.2	29	74	5	Below Average	\$\$\$	17	11.7
Welfare, Recreation and Community Arts Workers (P)	29.2	8.9	43.8	31	77	8	Average	\$\$\$	21	30.4
Hospitality, Food Services and Tourism										
Bakers and Pastrycooks (TT)	35.1	14.7	72.3	24	37	18	Below Average	\$	39	12.6
Bar Attendants and Baristas (CP)	105.5	16.5	18.6	65	61	51	Average	\$	61	13.4
Butchers and Smallgoods Makers (TT)	17.7	-3.2	-15.2	14	7	17	Below Average	\$	20	4.8
Cafe and Restaurant Managers (M)	65.5	4.4	7.2	18	49	8	Average	\$	26	13.9
Cafe Workers (CP)	27.6	5.4	24.5	80	85	51	Average	\$	58	10.6
Caravan Park and Camping Ground Managers (M)	6.4	0.9	16.1	20	51	0	Below Average	-	-	-0.2
Chefs (TT)	103.8	24.2	30.4	25	26	14	Average	\$	23	16.7
Conference and Event Organisers (M)	37.6	13.7	57.2	24	65	15	Below Average	\$\$\$	18	12.6
Cooks (TT)	41.5	6.1	17.4	51	55	27	Average	\$	34	13.6
Fast Food Cooks (L)	46.9	10.4	28.4	85	32	78	Average	\$	71	10.6

Occupation	Employ't	5 year change to		Working Part-time	Female	Aged 15 to 24 years	Unemploy't Rate 2018	Median Earnings	No Post-school Qual	Projected Employ't Change
	Nov 2018	Nov 2018	%							
Food Trades Assistants (L)	4.6	-1.0	-17.5	68	49	48	Average	\$	100	0.0
Gallery, Museum and Tour Guides (CP)	8.5	3.7	77.7	61	58	11	Below Average	\$	46	19.1
Gaming Workers (CP)	4.9	-2.5	-33.9	46	41	41	Above Average	\$\$	44	-5.2
Hotel and Motel Managers (M)	25.6	4.3	20.2	10	44	6	Below Average	\$\$\$	38	1.7
Hotel Service Managers (CP)	8.1	1.1	15.3	35	50	19	Below Average	\$\$	57	3.1
Kitchenhands (L)	136.1	11.9	9.5	80	52	50	Above Average	\$	67	11.7
Licensed Club Managers (M)	4.7	-0.6	-12.0	18	43	4	Below Average	\$\$\$	53	0.0
Tourism and Travel Advisers (CP)	18.9	-5.3	-22.0	28	82	18	Average	\$	29	5.3
Travel Attendants (CP)	8.6	-2.1	-19.5	36	73	11	Below Average	\$\$\$	26	6.8
Waiters (CP)	129.5	16.6	14.7	82	76	66	Above Average	\$	68	15.8
Information and Communication Technology (ICT)										
Computer Network Professionals (P)	37.7	13.8	57.8	4	14	5	Below Average	\$\$\$\$	16	11.6
Database & Systems Admin, & ICT Security Specialists (P)	46.9	6.8	16.9	10	22	4	Below Average	\$\$\$\$	21	7.6
Graphic and Web Designers, and Illustrators (P)	62.8	8.6	15.8	26	54	11	Below Average	\$\$\$	-	12.6
ICT Business and Systems Analysts (P)	30.9	2.1	7.4	7	30	4	Below Average	\$\$\$\$	15	9.5
ICT Managers (M)	51.6	3.8	7.9	4	23	0	Below Average	\$\$\$\$	-	13.9
ICT Sales Professionals (P)	15.5	0.2	1.0	7	27	5	Average	\$\$\$\$	14	-1.1
ICT Support and Test Engineers (P)	12.3	6.2	100.5	10	15	4	Below Average	\$\$\$\$	22	18.4
ICT Support Technicians (TT)	69.8	15.5	28.5	9	21	10	Below Average	\$\$\$\$	21	18.5
ICT Trainers (P)	3.9	0.9	30.3	16	38	6	Below Average	\$\$\$\$	-	-9.4
Multimedia Specialists and Web Developers (P)	11.3	-	-	12	11	9	Below Average	\$\$\$\$	-	20.5
Software and Applications Programmers (P)	123.2	37.9	44.4	8	16	6	Below Average	\$\$\$\$	11	21.0
Telecommunications Trades Workers (TT)	27.7	7.5	36.9	10	5	12	Below Average	\$\$\$\$	34	-8.0
Legal and Insurance										
Actuaries, Mathematicians and Statisticians (P)	9.1	2.6	40.2	25	52	8	Below Average	\$\$\$\$	-	7.8
Barristers (P)	10.2	3.5	52.5	9	38	2	Below Average	\$\$\$\$	-	15.0
Conveyancers and Legal Executives (CA)	16.3	5.9	56.8	36	88	25	Below Average	\$\$\$	43	7.6
Court and Legal Clerks (CA)	20.3	7.7	61.6	29	74	24	Below Average	\$\$	49	8.5
Insurance Agents (SW)	9.7	-5.0	-34.0	12	53	5	Average	\$\$\$\$	26	1.7
Insurance Investigators, Loss Adjusters & Risk Surveyors (CA)	5.6	-0.8	-12.6	9	28	6	Average	\$\$\$\$	34	3.2
Solicitors (P)	65.5	-6.5	-9.0	13	53	4	Below Average	\$\$\$\$	-	-1.6
Manufacturing										
Boat Builders and Shipwrights (TT)	2.8	-2.0	-42.1	18	0	28	Below Average	\$\$\$	33	0.8
Canvas and Leather Goods Makers (TT)	3.2	0.8	32.9	24	19	8	Below Average	\$	28	-6.2
Clay, Concrete, Glass & Stone Processing Machine Operators (MO)	4.3	0.8	21.4	16	5	9	Below Average	\$\$\$\$	-	15.2
Clothing Trades Workers (TT)	7.0	-0.6	-8.4	53	85	0	Below Average	-	35	-6.2
Engineering Production Workers (MO)	15.3	-6.9	-31.0	4	5	7	Below Average	\$\$\$	40	-23.9
Food and Drink Factory Workers (L)	38.9	9.6	32.7	20	29	10	Average	\$\$	52	10.1
Industrial Spraypainters (MO)	7.4	2.0	37.1	8	0	18	Above Average	\$\$\$	29	-3.9
Manufacturers (M)	28.8	9.8	51.7	17	19	8	Below Average	\$\$\$\$	39	7.4
Meat Boners and Slicers, and Slaughterers (L)	12.1	3.9	47.2	7	13	25	Average	\$	81	0.9
Meat, Poultry and Seafood Process Workers (L)	20.6	7.4	55.4	13	28	23	Average	\$	74	1.0
Metal Engineering Process Workers (L)	12.2	-3.6	-22.7	10	2	26	Above Average	\$\$	61	-14.6
Packers (L)	67.6	12.9	23.6	40	56	25	Above Average	\$	72	1.6
Paper and Wood Processing Machine Operators (MO)	6.0	-1.5	-19.5	4	7	11	Above Average	\$\$\$	35	-8.5
Plastics and Rubber Factory Workers (L)	4.0	0.8	24.8	14	7	34	Above Average	\$	38	-13.5
Plastics and Rubber Production Machine Operators (MO)	7.3	-2.4	-24.9	7	6	10	Below Average	\$	58	-15.2
Print Finishers and Screen Printers (TT)	2.7	-1.7	-38.0	32	31	5	Below Average	\$\$	50	-13.3
Printers (TT)	12.4	-4.3	-25.7	12	16	9	Below Average	\$\$\$	41	-7.7
Printing Assistants and Table Workers (L)	3.3	-1.2	-27.0	16	48	8	Above Average	\$	46	-10.4
Product Assemblers (L)	28.2	-	-	16	24	8	Above Average	\$\$	60	6.3
Product Quality Controllers (L)	12.2	-1.3	-9.5	15	52	4	Average	\$\$\$	56	-2.9
Production Managers (M)	55.4	0.1	0.2	5	15	2	Below Average	\$\$\$\$	28	5.6
Sewing Machinists (MO)	8.8	-2.1	-19.1	38	84	2	Average	\$	66	-12.4
Textile & Footwear Production Machine Operators (MO)	1.0	-0.6	-40.2	9	44	0	Above Average	\$\$	-	-7.7
Timber and Wood Process Workers (L)	5.6	-0.1	-1.4	23	1	34	Above Average	\$	30	-11.7
Upholsterers (TT)	0.8	-3.3	-79.7	8	22	0	Below Average	-	-	-11.7
Wood Machinists and Other Wood Trades Workers (TT)	2.4	-3.1	-56.8	11	11	12	Below Average	\$\$	-	0.3

Occupation	Employ't	5 year change to		Working Part-time	Female	Aged 15 to 24 years	Unemploy't Rate 2018	Median Earnings	No Post-school Qual	Projected Employ't Change
	Nov 2018	Nov 2018	%							
	'000	'000	%	%	%	%			%	%
Mining and Energy										
Chemical, Gas, Petroleum & Power Generation Plant Operators (TT)	8.3	-1.2	-12.1	1	3	2	Below Average	\$\$\$\$\$	22	0.0
Drillers, Miners and Shot Firers (MO)	57.1	-1.9	-3.2	2	6	3	Below Average	\$\$\$\$\$	58	2.5
Geologists and Geophysicists (P)	7.6	-3.9	-34.2	19	20	0	Below Average	\$\$\$\$\$	-	21.6
Mining Engineers (P)	9.2	-2.0	-17.9	6	17	9	Below Average	\$\$\$\$\$	-	-5.7
Personal Services										
Beauty Therapists (CP)	33.6	5.8	20.7	51	96	23	Below Average	\$	21	18.7
Car Detailers (L)	16.9	-3.0	-14.9	41	11	26	Above Average	\$	56	-2.1
Caretakers (L)	7.7	0.1	1.7	58	8	3	Below Average	\$\$	27	-2.7
Commercial Cleaners (L)	156.5	3.2	2.1	65	62	12	Average	\$	60	3.7
Domestic Cleaners (L)	33.5	3.8	12.9	81	79	9	Average	\$	58	5.2
Funeral Workers (CP)	5.1	2.4	88.5	28	44	0	Below Average	\$\$	33	6.7
Gardeners (TT)	69.4	4.3	6.6	31	11	16	Average	\$\$	31	13.9
Hairdressers (TT)	60.5	5.8	10.7	51	82	18	Below Average	\$	15	3.3
Handypersons (L)	40.9	-0.3	-0.8	48	5	4	Average	\$\$	55	9.5
Housekeepers (L)	31.7	7.6	31.7	75	92	9	Below Average	\$	61	12.5
Laundry Workers (L)	12.2	-2.1	-14.6	53	80	15	Average	\$	57	4.5
Sales, Retail, Wholesale and Real Estate										
Advertising, Public Relations and Sales Managers (M)	141.2	6.0	4.5	11	42	3	Below Average	\$\$\$\$\$	21	9.8
Auctioneers, and Stock and Station Agents (SW)	3.1	-	-	7	7	5	Below Average	\$\$\$	-	5.7
Checkout Operators and Office Cashiers (SW)	145.1	2.9	2.1	84	73	61	Average	\$	70	0.5
Florists (TT)	5.8	0.7	13.5	49	92	9	Below Average	\$	40	0.0
ICT Sales Assistants (SW)	17.0	0.2	1.4	29	29	33	Average	\$\$	43	5.4
Importers, Exporters and Wholesalers (M)	18.7	-1.7	-8.3	22	26	2	Below Average	\$\$\$\$\$	33	5.6
Models and Sales Demonstrators (SW)	13.5	3.9	40.5	87	84	21	Average	\$\$	59	0.0
Motor Vehicle and Vehicle Parts Salespersons (SW)	33.4	-2.1	-5.8	12	19	27	Below Average	\$	49	3.5
Pharmacy Sales Assistants (SW)	37.2	-4.3	-10.4	77	88	46	Below Average	\$	57	2.4
Real Estate Sales Agents (SW)	89.4	13.4	17.7	24	47	10	Below Average	\$\$\$	25	7.3
Retail and Wool Buyers (SW)	6.6	1.8	37.1	11	58	10	Below Average	\$\$\$\$	62	10.8
Retail Managers (M)	240.7	2.1	0.9	16	45	11	Below Average	\$\$	44	1.8
Retail Supervisors (SW)	38.5	4.8	14.1	30	57	21	Below Average	\$\$	50	-0.8
Sales Assistants (General) (SW)	529.7	8.1	1.6	73	68	51	Average	\$	66	1.4
Sales Representatives (SW)	84.3	-13.4	-13.7	16	37	8	Below Average	\$\$\$	36	0.5
Service Station Attendants (SW)	12.5	1.1	9.4	70	50	34	Above Average	\$	50	6.5
Shelf Fillers (L)	64.7	-5.0	-7.2	78	39	46	Average	\$	67	8.6
Storepersons (MO)	126.8	6.3	5.3	23	20	23	Average	\$\$	62	1.4
Street Vendors and Related Salespersons (SW)	6.6	-	-	59	64	6	Above Average	\$\$\$\$\$	29	6.5
Technical Sales Representatives (P)	33.4	4.5	15.7	10	30	4	Below Average	\$\$\$\$\$	23	-1.7
Telemarketers (SW)	7.2	-3.6	-33.4	52	52	18	Above Average	\$	41	0.8
Ticket Salespersons (SW)	16.7	3.9	30.9	54	71	34	Below Average	\$\$	34	6.7
Vending Machine Attendants (L)	6.4	1.3	26.6	54	55	19	Below Average	\$	59	-4.0
Science										
Agricultural and Forestry Scientists (P)	10.0	0.7	7.7	9	21	6	Below Average	\$\$\$\$	17	12.4
Chemists, and Food and Wine Scientists (P)	9.2	0.6	7.5	14	48	10	Below Average	\$\$\$	25	6.3
Environmental Scientists (P)	23.7	2.4	11.4	24	40	6	Below Average	\$\$\$\$	-	11.3
Geologists and Geophysicists (P)	7.6	-3.9	-34.2	19	20	0	Below Average	\$\$\$\$\$	-	21.6
Life Scientists (P)	8.3	1.0	13.1	20	42	2	Average	\$\$\$\$	-	6.3
Medical Laboratory Scientists (P)	24.9	9.7	63.6	29	69	7	Below Average	\$\$\$\$	-	6.3
Science Technicians (TT)	15.0	-1.1	-6.9	33	53	11	Below Average	\$\$\$	29	10.9
Surveyors and Spatial Scientists (P)	12.2	-4.0	-24.4	14	13	10	Average	\$\$\$\$	13	-3.2
Sports and Recreation										
Amusement, Fitness and Sports Centre Managers (M)	12.5	1.8	16.7	19	40	15	Below Average	\$\$\$	38	16.2
Fitness Instructors (CP)	33.8	8.6	34.1	61	58	15	Below Average	\$\$\$	19	18.4
Greenkeepers (TT)	16.7	1.9	13.0	21	2	21	Average	\$\$	50	9.5
Outdoor Adventure Guides (CP)	6.7	-	-	24	47	35	Below Average	\$	49	26.5
Sports Coaches, Instructors and Officials (CP)	48.3	6.3	15.0	79	52	54	Below Average	\$\$	55	20.1
Sportspersons (CP)	11.1	2.4	27.0	60	31	70	Below Average	\$\$	75	17.7

USEFUL WEBSITES, LINKS AND DATA SOURCES

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 Jobs and Small Business website jobs.gov.au or you can call the National Customer Service Line on **1800 805 260**.

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

Help finding a job or choosing a career

jobactive jobactive.gov.au

jobactive is the Australian Government's free service that connects job seekers with employers, 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. Job seekers can also call the Employment Services Information Line on **13 62 68**.

Job Outlook joboutlook.gov.au

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

Job Jumpstart jobjumpstart.gov.au

The Job Jumpstart website is a one-stop-shop for practical, independent and free employment planning advice.

What's Next? whatsnext.jobs.gov.au

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

Information about tertiary education and training

Australian Apprenticeships australianapprenticeships.gov.au

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

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 online 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.

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.

myfuture myfuture.edu.au

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

Understanding the labour market

Labour Market Information Portal lmip.gov.au

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

Labour Market Research and Analysis

jobs.gov.au/skillshortages

jobs.gov.au/employment-research-and-statistics

jobs.gov.au/recruitment-conditions

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

Data sources

See each page for the specific data sets used throughout this publication.

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

Employment data at the national and state level are trend (where available). All other data are annual averages of original data. Employment data at the regional level are 12 month averages of original data.

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

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

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

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.

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

Department of Education and Training education.gov.au

Higher education data are for domestic student enrolments in universities.

Quality Indicators for Learning and Teaching qilt.edu.au

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

National Centre for Vocational Education Research

ncver.edu.au

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

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



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