The labour market is changing...

Structural change
Globalisation
Social and demographic changes
Technological advances

Changes in technology are not new
Technology has always been replacing, changing and creating jobs in the labour market

Routine jobs are most susceptible to automation
- Manual routine jobs, such as Factory Process Workers, are the easiest to automate
- Cognitive routine jobs, such as Accountants and Financial Analysts will also be impacted

Department of Employment, Skills, Small and Family Business, June 2019
...and the way we work is also changing

Is the “9 to 5” job a thing of the past?

- Increased flexibility as the new normal
- Rising self-employment, contract work, project work and entrepreneurship
- Holding a portfolio of jobs is becoming more common
- Increasing job mobility and multiple career changes
- Lifelong learning is essential and not optional

More than 1 million Australians now hold a secondary job

Source: Department of Employment, Skills, Small and Family Business, Australian Jobs 2018; Mark McCrindle, The ABC of XYZ, 2014; ABS, Labour Account Australia, Quarterly Experimental Estimates, December 2018
There are resources to help you

Explore careers on joboutlook.gov.au
There are resources to help you

Insights on jobjumpstart.gov.au

I'm at uni or in training

So you've made a commitment to study. "That's great but you'll also need to be practical. Think about the other activities you can combine with study to help you get the job you want.

Job search tips

Tips for applying for jobs online

Be sure your application stands out from the crowd by following these five steps.

Job search troubleshooting - How can I improve my chance of getting a job?

Tips and ideas to help you find ways to enhance your job search

Different ways employers fill vacancies

Research how employers in your field are likely to recruit.

Casual and short-term work can build your employability skills

Consider getting a casual or part-time job while you are still at school.
What are the biggest industries in Australia?

1) Health Care

- You’ll find a broad range of jobs in these industries...
  - IT Consultants
  - Marketing Consultants
  - Human Resource Officers
  - Data Analysts
  - Accountants

2) Retail

3) Construction

4) Professional (Computing, Scientific, Legal & Engineering)

5) Education and Training

Professional occupations have accounted for most growth in the last 10 years

Proportion of jobs growth February 2009 to February 2019, Australia

- Professionals, 42%
- Community and Personal Service Workers, 21%
- Managers, 10%
- Technicians and Trades Workers, 8%
- Machinery Operators and Drivers, 6%
- Clerical and Administrative Workers, 5%
- Sales Workers, 5%
- Labourers, 3%

Most new jobs will be in services industries

Employment Projections, five years to May 2023, Australia

- Services industries: 84%
- Producing industries: 16%

- Health Care: +250,300
- Education: +113,000
- Professional Services: +106,600
- Construction: +118,800
- Manufacturing: +8,500

Source: Department of Employment, Skills, Small and Family Business, industry projections, five years to May 2023
The jobs market in Australia is competitive...

Vacancies advertised on the internet or in a newspaper

On average, 19 applicants per vacancy

16 not interviewed

On average, 3 applicants are interviewed

Source: Department of Employment, Skills, Small and Family Business, Survey of Employers’ Recruitment Experiences, 2018
...and the labour market has become more competitive for university graduates

Undergraduates who were employed full-time within four months of completion (not necessarily in their field of study)

While they have improved moderately in recent times, employment outcomes fell by 12.3 percentage points between 2008 and 2018

Source: QILT, Graduate Outcomes Survey, 2018
So, what are employers looking for?

**Education & training**

*Is vital*
Study has become increasingly important in a competitive jobs market

**Experience**

*Is necessary*
Many Australian employers want new staff to have experience

**Employability skills**

*Distinguish the individual*
Employers want the right match for their job, company, product or service

*Source: Department of Employment, Skills, Small and Family Business, Survey of Employers’ Recruitment Experiences, 2018*
Completing your qualification is vital

It is projected that 45% of new jobs will require a bachelor degree or higher qualification

Currently, almost a third of all jobs require a bachelor degree or higher

Source: Department of Employment, Skills, Small and Family Business, occupation and skill level projections, five years to May 2023

Department of Employment, Skills, Small and Family Business, June 2019
Employers also want graduates to have work experience

Employers ratings of their graduate recruits’ attributes
%

<table>
<thead>
<tr>
<th>Attribute</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic results</td>
<td>91%</td>
</tr>
<tr>
<td>Professionalism</td>
<td>81%</td>
</tr>
<tr>
<td>Knowledge of organisation</td>
<td>65%</td>
</tr>
<tr>
<td>Prior work experience</td>
<td>61%</td>
</tr>
</tbody>
</table>

More than three quarters of employers of graduates assess work experience in the recruitment process

Source: Graduate Careers Australia, Graduate Outlook Survey, 2015; Australian Association of Graduate Employers, The AAGE Employer Survey, 2019
Department of Employment, Skills, Small and Family Business, June 2019
Pathways to gaining relevant work experience

- Part-time jobs
- Traineeships
- Internships
- Cadetships
- Volunteering
Qualifications and experience are only part of the story...

72% of employers place at least as much emphasis, if not more, on employability skills than they do on technical skills.

Essential employability skills:

- Interpersonal & people skills
- Communication & teamwork skills
- Adaptability & resilience
- Reliability & motivation

More than 30% of all online job ads list Communication as an essential skill.

Source: Department of Employment, Skills, Small and Family Business, Survey of Employers’ Recruitment Experiences, 2010, all skill levels; Burning Glass Technologies data, all jobs, November 2018 to April 2019
...and a future workforce needs modern skills

- Critical thinking
- Problem solving
- Digital literacy
- Creativity

- Modern skills are not just for jobs in the digital economy, they are also required for traditional jobs
- These transferable skills are not easily replicated by artificial intelligence

Employers also want graduates to have practical skills and knowledge

Graduate skills most lacking

<table>
<thead>
<tr>
<th>技能</th>
<th>% of employers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Understanding of our organisation</td>
<td>40%</td>
</tr>
<tr>
<td>Commercial awareness</td>
<td>35%</td>
</tr>
<tr>
<td>Resilience</td>
<td>17%</td>
</tr>
<tr>
<td>Emotional intelligence</td>
<td>16%</td>
</tr>
<tr>
<td>Relevant work experience</td>
<td>14%</td>
</tr>
</tbody>
</table>

Source: Australian Association of Graduate Employers, The AAGE Employer Survey, 2019

Employers want graduates to understand their organisation and have awareness of the broader business environment

Source: Department of Employment, Skills, Small and Family Business, June 2019
How employers recruited in Australia, 2018

Consider approaching employers directly – 1 in 5 jobs aren’t advertised!

Note: Employers can select multiple methods of recruitment
Source: Department of Employment, Skills, Small and Family Business, Survey of Employers’ Recruitment Experiences, 2018
Our top tips on how to get a job

- **Start with a good résumé and application...**
  1. Show relevant experience and skills
  2. Keep it simple and short
  3. Check spelling and grammar

- **Plan ahead and be ready for the interview...**
  1. Dress appropriately and be on time
  2. Prepare work examples – use the **STAR** method

**STAR**

- **Situation** – describe the event or situation you were in
- **Task** – explain the task you had to complete
- **Action** – describe how you completed the task in detail
- **Result** – share the result of your work and its impact

Department of Employment, Skills, Small and Family Business, June 2019
Remember, you need to have realistic expectations

University qualifications are considered a baseline standard by many employers.

- It may take time to get your ideal job
- Undergraduate first year salaries may be low
- Experience and work ready skills are essential

Department of Employment, Skills, Small and Family Business, June 2019
Tools to assist

Websites

joboutlook.gov.au/

jobjumpstart.gov.au/

Publications

australianjobs.jobs.gov.au

Department of Employment, Skills, Small and Family Business, June 2019